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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of January 10, 1974

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* NEXT MEETING: January 24, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Curtis McClain, Earl Raab, Harvey Wong.

Excused: Rev. Victor L. Medearis, Edward Sandoval, Louis Simon

Staff

Present: William Becker, Jack Casford, Shone Martinez, Wayne Redus, Gail Roberts, Edward Vurek, Dorothy Yee

Pledge of Allegiance

Minutes of December 27, 1973, approved.

COMMUNICATIONS

- From H. Donald Harris, Jr., Attorney, for the firm of Lillick, McHose, Wheat, Adams & Charles, transmitting a check for $10,000 (on behalf of an anonymous donor) for the continuation of the HRC's Media Program, coordinated by Ms. Joan Barr.

- From U.S. Senator Edward M. Kennedy, thanks to the HRC for its support of S 2552 and S 2553 (for full funding of programs authorized by the Bilingual Education Act of 1967) which he, respectively, introduced, and cosponsored. Hearings on the bills have begun in the Education Subcommittee.

- From State Senator Milton Marks, acknowledgment of and agreement with the HRC's opposition to Senate Bill 391, relating to the Department of Correctional Services.

- From Carlos V. Cornejo, Director, Office of Integration and Community Relations, San Francisco Unified School District, thanks for the HRC's continuing support, re-affirmed recently, for quality education and integration of secondary schools with four specific recommendations.

- From Lane E. DeLara, Associate Superintendent, Operations and Instruction, SFUSD, a similar letter of thanks for the HRC's continuing support for school desegregation, and reporting on public meetings being held prior to the Board of Education's January 8 meeting to consider the recommended plan for integration of public secondary schools.

- From Wylie R. Sheldon, Director, San Francisco Lawyers' Committee for Urban Affairs, announcing his resignation, and introducing his successor, Gilbert T. Graham.

- From State Senator W. Craig Biddle, acknowledging the HRC's communicated opposition to Senate Bill 391, and stating that the objections raised by the HRC are receiving his most serious consideration. The bill is still in the Assembly Criminal Justice Committee.

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- From Lloyd A. Pflueger, Chairman, San Francisco Retailers Community Relations Group, Acknowledging receipt of the HRC's Principles of Affirmative Action, and stating the Group's next meeting date was January 9.

COMMITTEES

POLICE LIAISON
Rabbi Alvin I. Fine and
Joseph Garcia, Co-Chairpersons

- Request to Re-affirm Support for Jail Consolidation.

The HRC in February, 1973, officially supported consolidation of the City Jail and County Prison systems. The Board of Supervisors approved the merger in principle November 12, 1973, and set up a special committee of City officials to draw up a detailed plan. If approved (the plan must be submitted in sixty days) the Sheriff's Department will be given the responsibility for administering all City jails. The Committee feels it is appropriate that the HRC's support for consolidation be reiterated.

It was

****m/s/c that the HRC reiterate its February, 1973, position of support for the merger of the jail and prison systems of San Francisco.

****Chairperson Bartlett asked the Director to check whether the HRC might be considered for input to the special committee drawing up consolidation plans.

YOUTH AND EDUCATION
Sister Bernadette Giles, Co-chairperson

- Request for Endorsement of Assembly Bill 2554 (Mills and Altorre) re: Affirmative Action Hiring in Schools.

AB 2554 reads as follows: "Section 1. It is the intent of the Legislature that school districts take all practicable steps to recruit employees from among racial and ethnic minority groups for both the certified and classified services."

The Committee, while noting that the bill as proposed has no procedures nor enforcement powers written into it, believed also that it would strengthen the San Francisco Unified School District's affirmative action program by making it consistent with Legislative intent.

It was

****m/s/c that the HRC endorse AB 2554.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- Committee Report-Review of Fair Housing Planning Committee's Sixteen Recommendations for the Racial, Ethnic and Economic Integration of San Francisco's Neighborhoods.

Commissioner Heilbron discussed some of the Recommendations separately.

- Recommendation 3: "Support rezoning to preserve and expand neighborhood integration and housing opportunities."

- Recommendation 4: "Redefine residential zoning classifications for the same purpose."

Commissioner Heilbron commented that in order to perserve the character of a neighborhood for housing, it has been necessary to recommend down-zoning. He therefore recommended and

It was

****m/s/c that the HRC state its official position that these recommendations

(Nos. 3 and 4) are consistent with the policy of the HRC for open, nondiscriminatory and varied housing and the conservation of low and moderate-income residential areas, but that details of implementation are properly addressed to the City Planning Commission.

- Commenting on Recommendation 11: "Establish a land bank with priority of suitable public land for low and moderate income housing," the Commissioner recalled that for many years the HRC has supported the principle of a land bank, without detailing what the term means. In his understanding, a land bank means all public land the City owns that can be devoted to public purposes. Recommendation 11, then, says in essence that among the purposes for which land may be used, a priority be given to low and moderate income housing, with that priority coming out of surplus land not being used for parks and recreational facilities, etc. This is not to say that park or recreational areas be converted to public housing areas, only that when any public lands do become available because of being surplus, that priority then be given for their use for low and moderate income housing.

The Committee feels that one of the problems in the acquisition of surplus land is the reluctance of official agencies to release such land. Thus there grew in the Committee a feeling that some City agency should be given the power to determine or help determine when land becomes surplus and available.

On recommendation, therefore,:

It was

****m/s/c that the HRC urge that:

1. City lands be deemed to constitute a Land Bank for all public purposes.

2. The HRC approve that such a Land Bank give a priority of suitable public land for low and moderate income housing, and

3. The HRC recommend the creation of a City agency to determine or assist in the determination of when a property is surplus, and to mandate its disposition as surplus when its status has been appropriately determined.

- Commenting on Recommendation 13: "Improve State tenant-landlord law; don't establish a special housing court until this is done." This urges State and Federal action to make tenant-landlord laws more equitable.

On recommendation:

It was

****m/s/c that the HRC request the views of the Lawyers Committee on Urban Affairs of the Bar Association in order to assist the HRC in making specific recommendations with reference to this item.

POLICE LIAISON

- Request to support Expansion of Use of a Citation System by the San Francisco Police Department for Non-victim Crimes - Commissioner Curtis McClain.

The Police Liaison Committee has studied a proposal to permit San Francisco police to expand use of citations in place of formal arrests for certain types of "non-victim crimes." Such crimes normally include possession of marijuana, prostitution, gambling, and certain sexual acts between consenting adults. Section 853.6 of the California Penal Code provides that for all misdemeanor offenses, the arresting officer may investigate the offender for eligibility to be cited to appear in court at a later date, instead of having him arrested, booked, and jailed. This procedure would simplify the police process, alleviate the overcrowded jails, and reduce costs.

Statistics from different sources show the following:

1. More than half the inmates in California's city and county jails are legally innocent. In most cases, the individual is held in jail to await

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trial because he cannot afford bail. Chances are, however, that he will not be found guilty. Out of 1,000 men arrested, only 280 will be convicted. (Bureau of Criminal Statistics [California]).

2. The San Francisco police made 50,100 arrests in 1969. Of this number 16,500 persons were arrested for drunkenness; 6,140 for drug offenses (of whom about 4,900 were charged with nothing else); and about 3,200 for prostitution (some under the guise of obstructing the sidewalks) and other non-violent sex offenses. Forty-one percent of the inmates of the county jail at San Bruno are there as a result of drunk arrests. In the same year, the police reported 83,481 offenses of killings, forcible rapes, robbery, aggravated assaults, burglary, larcencies and auto thefts, and 13% of these were not "cleared", i.e. case solved.

Thus, while the (Police) Department has been unable to solve as much as 13% of the "crimes in the street," over 50% of the arrests and 54% of the jail occupancy involved persons accused of non-violent crimes. (San Francisco Committee on Crime, "A Report on Non-Victim Crime in San Francisco," published in 1971).

3. More recent statistics show total arrests in 1972 to be 62,734, with 22,170 of these in the above non-victim categories: drunkenness, 15,209; drug offenses, 5,065; prostitution, 1,538; other non-violent sex offenses, 358. (SFPD, 1972 Annual Statistical Report).

4. Blacks are more likely than whites to be victims of serious crimes against the person; seven in every ten homicides and assaults in the 1960-1970 decade were against black victims. (National Commission on Causes & Prevention of Violence).

By issuing citations for non-victim crimes, it would be possible to assign police officers to spend more time patrolling not only ghetto communities, where the rate of crime is significantly higher, but all neighborhoods, so that San Francisco should receive better police protection.

Among the population of the City, there is a consensus that the crimes of violence--rape, murder, robbery, and the like are bad, and this consensus will undoubtedly continue. But about drinking, gambling, prostitution, homosexuality, adultery, pornography, and the use of drugs, individuals react differently. Since these latter activities in and of themselves are not "injurious" to other people or to society, better methods in checking treatment should be provided to handle some of these "social ills."

A program in Lane County, Oregon (major city, Eugene) has had good results using the procedure of citations. It is claimed that the program there has better allocated officers' time , saves clerical time and court expense in processing individuals at arraignment and bail hearings, reduces the population of pre-trial prisoners at the local jail, and generally has been a money-saving device for the entire criminal justice system.

The Committee recommended that the HRC support the expanded use of the citation system for non-victim crimes so that police man-hours could be made available to other priorities.

Director Becker commented that expanded use of citations is under way in Contra Costa County. He said that in Committee contacts with the public it was determined that residents, particularly of minority communities, were interested in the citation system as it would make more police officers available for work in combatting major crime.

It was pointed out that the appearance in court on the date required by persons given citations (for these types of non-victim crimes) is higher, statistically, than by persons released on bail after arrest and booking. This was attested to by a representative of the Barrister's Club to the Committee, noted Director Becker.

Ms. Christina Chen, Chairperson of the Chinatown-North Beach District Council, addressed the HRC on the citation recommendation. The Council supported this concept (expansion by the SFPD of the use of citations for non-victim crimes) in November. They held:

1. It is financially sound, i.e. releasing police officers for work on crimes with victims.

2. The system of concentration on non-victim crimes benefits primarily bail bondsmen and some police officers in promotion.

3. It (the citation system) would increase the reputation of police in the community and accompanying respect for their authority.

Ms. Chen offered the HRC the Council's full report on the citation system. She said the recommendations she endorsed (by the Police Liaison Committee) are similar to those of the San Francisco Committee on Crime.

Commissioner Livermore, citing his work in an alcoholism treatment program for Native Americans, pointed out that supporting statistics (see above) showed 16,500 persons arrested in 1969 for drunkenness. The abuse of alcohol should be treated not as a crime but as an illness or a disease, he said, and be handled by the Department of Public Health.

Commissioner Giles expressed concern about some of the arguments for the recommendation, specifically the one claiming the citation system reduces costs ("a rather limited one") and one citing Lane County, Oregon's, success ("Probably a rural area with problems not akin to those local to San Francisco"). She asked what other civic groups support this concept and was told the Barristers Club did, as well as the American Civil Liberties Union, the latter specifically as regards forced detention of prostitutes for venereal disease treatment).

With additional comments from Commissioners Wong, Garcia, Heilbron, and Fine, Commissioner McClain suggested that there was evidently a need for more information on this issue before the HRC acted.

It was

****m/s/c that the proposed Recommendation on Expanded Use of the Citation System for Non-victim Crimes by the San Francisco Police Department be re-referred to the Police Liaison Committee, with the request that the exact nature of the proposal be brought back to the HRC for consideration for action.

It was pointed out that Supervisor John Molinari has a proposed resolution on the citation system before the Board of Supervisors.

**** Commissioner Heilbron suggested that the San Francisco Commission on Crime report recommendations be included in the HRC's information.

EMPLOYMENT
Rabbi Alvin I. Fine and
Joseph Garcia, Co-Chairpersons

- Candlestick Park Affirmative Action Progress Report - Ed Vurek

The report covers the minority employment activities of Stevens California Enterprises and S. E. Onorato, Inc., concessionaires at Candlestick Park. They have completed the second year of affirmative action hiring agreements with the HRC.

Stevens California Enterprises. Stevens has the food concession. There are two categories of employment: Culinary employees work in the stationary food stands, the restaurant and the bar; vendors carry various foods and novelty items in trays and sell throughout the grandstands. The culinary jobs are higher-paying and more stable. The vendor jobs depend more on good attendance and good weather for success. Attendance during the baseball season was not good in 1973.

All of the vendors are male. The culinary staff has 54.6% women. As of December 31, 1973, minority employees made up 41.6% of the total work force.

S. E. Onorato, Inc. Onorato operates the parking plaza at Candlestick.

This report includes the minority employee percentages, the number of hours worked by minority employees, and the percentage of the total hours that minority employees worked. The report covers April 9, 1973 to December 31, 1973.

Minority employees made up 54.1% of the total workforce, and worked 2,967 hours, or 62.8% of the total hours (4,727) logged by the parking operation. All of the parking attendants are male.

Mr. Vurek stated that affirmative action agreements depend heavily on an expanding employment market. The Candlestick Park problem centers around the decline in recent years of attendance at professional baseball games. Mr. Vurek referred to a series of charts (provided the Commissioners for referral) showing ethnic breakdowns (and, for Stevens, male-female) in the culinary and vendor workforces of the two concessionaires.

NEW MATTERS

- Report of the Nominating Committee - Commissioner Raab

The Committee, under Commissioner Raab as chairperson, consisted of Commissioners Giles, McClain, and Wong.

On recommendation of the Nominating Committee,

It was (Commissioner Kingsley acting as chairperson for the motion)

*****m/s/c that its recommendations for the re-election of Commissioner Bartlett as chairperson, and Commissioner Medearis, as vice-chariperson, be accepted, with thanks for their past service.

Commissioner Bartlett thanked the HRC and pledged his continued service with the cooperation of his colleagues and the HRC staff.

DIRECTOR'S REMARKS

- National Socialist White Peoples' Party (Nazi) Appearance at the Board of Education Meeting January 8, 1974.

The violence that occurred at this meeting has elicited a number of inquiries from the community to the HRC about what can be done. The Director consulted with various Commissioners, with the City Attorney's Office, and others, and asked that the HRC approve making consideration of the issue an agenda item at this meeting.

Accordingly, it was

*****m/s/c that this be made an agenda item by the HRC.

Commissioner Raab then read in full a Statement Regarding the National Socialist White Peoples' Party (Nazi) in San Francisco.

With one re-wording suggestion offered by Commissioner Giles,

It was

*****m/s/c that the HRC adopt the Statement. A full text of it is attached to these Minutes.

- City's Methadone Program and City-State Clash over Latter's Demand for Access to Patients' Names.

This issue rises from the fact that the State of California has told the City it would refuse to approve its Methadone Program unless it were granted access to patients' records, including their names. The City's Department of Public Health and the Mayor have refused to do so, and Dr. Francis J. Curry, head of the DPH, has filed suit in Superior Court to prevent the State from such action. The State official in charge of the methadone programs has stated, however, that the State has no intention of cutting off the City's program. Commissioner Livermore said confidentiality is an integral part of the alcoholism treatment program he directs.

Chairperson Bartlett announced that on December 28, after investigating the issue, he sent a letter of support in his capacity as Dean of Grace Cathedral, to Mayor Alioto and the DPH supporting their position.

It was

*****m/s/c that the HRC consider this issue an agenda item for action.

It was then

*****m/s/c that the HRC write expressing its official support of Mayor Alioto and Dr. Francis J. Curry in their position of refusing to turn over to the State or the Federal government the names of people being treated in the Methadone Program, and commending these officials for their leadership against the State demands.

- Community Information Service Funding

It was

*****m/s/c that the HRC accept with thanks the anonymous donation of $10,000 for funding the Community Information Service Program.

*****Chairperson Bartlett suggested that a thank-you letter be addressed to the law firm transmitting the anonymous donation.

- HRC Endorsements of Other Agencies or Community Organizations Funding Requests

These requests come frequently to the HRC. Director Becker asked if the HRC would consider how it might limit its activity in this regard.

Commissioner Fine said that such actions sometimes place the HRC in a difficult position, inasmuch as it often has to petition the same sources for funding for its own activities.

Commissioner Giles stated that such requests should have a factor of involvement tangent to HRC concerns for consideration by it.

- Meeting with Representative of State Attorney General's Office

Wiley W. Manuel, Chief Assistant Attorney General, met at the HRC with Director Becker, Jack Casford, and Dorothy Yee. Mr. Manuel stated that the Attorney General's Office was concerned that the document "Triad: Mafia of the Far East", a Criminal Intelligence Bulletin distributed to 480 law enforcement agencies in the State, had caused such community concerns about its allegedly racist statements about Chinese people and criminal activities. The HRC had written about its concerns, with specific recommendations for follow-up in December. Apparently, the document was issued without anyone on the executive level in the Attorney General's Office having read it or at least checked it over. Suggestions that the State Department of Justice move to withdraw the document were made to Mr. Manuel. He did not agree to this, but said the Attorney General had appointed an ad hoc committee to review how material of this nature is checked before it is circulated. He also agreed to consider publishing a more positive information document on this subject which might be considered a replacement of the offending one. Staff will continue to have contact with the Attorney General's Office on this matter.

NO REMARKS FROM THE AUDIENCE

Calendar Matters

The next regular meeting of the HRC will be January 24 at 9:30 a.m. in the Commission Room of the Main Library.

Standing Committee

Employment — Thursday, January 17, 1974 9:30 a.m.
Cathedral House Library
Grace Cathedral
1051 Taylor Street

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Youth and Education	Wednesday, January 23, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
	Wednesday, February 6, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, January 29, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, January 15, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Thursday, January 17, 1974 4:30 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	Tuesday, January 29, 1974 4:30 p.m. HRC Offices, Room 509 1095 Market Street

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachment: Statement on National Socialist White Peoples' Party (Nazi) in San Francisco

1/16/74

STATEMENT ON NATIONAL SOCIAL WHITE PEOPLES' PARTY (NAZI) IN SAN FRANCISCO

(Adopted by the Human Rights Commission, January 10, 1974)

There is a great deal of understandable frustration in the community about the success that the National Socialist White Peoples' Party (Nazi) has had in disrupting public meetings in this city recently. The Nazi Party in one form or another has emerged a couple of times before in the last 20 years.

It is important, first of all, that certain facts be reiterated about Nazism and what can be done about it.

We must first of all, remind ourselves that Nazism stands for everything that America stands against: Nazism stands for barbarism, dictatorship and mass murder. Nazism stands for hatred: the hatred of the Catholic Church, the hatred of the Protestant churches, the hatred of Jews, the hatred of Blacks, the hatred of Masons... the list is a long one, but the theme is always hatred.

We must remind ourselves that Nazism stands for the killing of a million Americans, and the killing of tens of millions of people in the world, about 8 million of them helpless men, women and children who were deliberately slaughtered by the Nazis, their bodies turned into soap, and their skins into lampshades.

We are also quite positive that the National Socialist White Peoples' Party is not going to get any following in the San Francisco Bay Area. Less than one ten thousandth of one per cent of the people in this area are associated with this Party. There is always an infinitesimal percentage of the population with the kind of warped minds which will embrace any kind of hate-mongering pathology. It is the same one ten thousandth of one per cent that has always been associated with such a group; and it will not much exceed on ten thousandth of one per cent. Indeed, it is part of the frustration that such a handful of people can cause trouble --- that we even have to tolerate the presence of those few misguided individuals who are willing to bear the sub-human symbol of the Nazi swastika.

The main problem we face, however, is not to let our revulsion for these people drag us down to their same level of barbarism. One of our main differences from the Nazis is our belief in freedom; our main protection against Nazism is the strength of our institutions of freedom. And that includes the First Amendment and freedom of speech. And the test of our commitment to freedom is not when we allow people with whom we agree to speak -- but when we allow people with whom we detest to speak. The city of San Francisco and San Franciscans detest the Nazis, but we must allow them to speak, within the limits of the First Amendment. The courts would force us to let them speak, if we did not, and the courts would be right.

"The Board of Education must let anyone enter the hall when there is a public meeting in session - but the Board should not tolerate any disturbance or physical violence. The Board of Education must let anyone speak, when there is such a meeting, but the Board should not tolerate any speech which is not related directly to the subject at hand. And the Board of Education must make sure that the police enforce such proscriptions." And San Franciscans should express their disgust with these alien Nazi symbols in ways short of violence or disruption. The Nazis want to engage and be engaged in violence; they want, above all, to disrupt. San Franciscans should not play their game. Let's enforce the rules, get on with our business, and this pitiable one ten thousandth of one per cent will disappear back into their holes, as they have before.

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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of January 24, 1974

* *
* NEXT MEETING: February 14, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Curtis McClain, Earl Raab, Eduardo Sandoval, Louis S. Simon, Harvey Wong.

Excused: Rev. George Bedford, Rev. Victor L. Medearis

Staff

Present: William Becker, Jack Casford, Shone Martinez, Wayne Redus, Gail Roberts, Dorothy Yee

Pledge of Allegiance

Minutes of January 10, 1974 approved.

COMMUNICATIONS

- From Lane E. DeLara, Associate Superintendent, Operations and Instruction, San Francisco Unified School District, informing that a complaint was being acted upon. Mr. DeLara also expressed his agreement with the statement of the HRC January 10, 1974 deploring the presence of National Socialist White Peoples' Party (NAZI) members at a recent Board of Education public meeting.

- From Marguerite Warren, expressing her concern about equitable women's representation on appointive City commissions, and asking that the HRC place this matter on its agenda. Mr. Becker announced that HRC staff would soon complete a survey of appointive commission positions in the City, which will be used as a reference point by the Employment Committee for consideration of Ms. Warren's concerns. It was suggested by Commissioner Heilbron that the HRC's present policy supporting equitable minority representation on City boards and commissions should be expanded to include women.

COMMITTEES

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Recommended Adoption of Energy Crisis Statement

Jack Casford of the HRC staff read the statement in full. In the ensuing discussion of the six recommendations the Committee made, specifying that it had studied the issue (the energy crisis) from the standpoint of how public and private industry policy affected particularly those "minority and poor communities which form our constituency", observations were made by Commissioners Kingsley, Heilbron, and Simon regarding the complexity of the issue, the changing nature of the situation almost daily, and reservations about the HRC's making recommendations on matters of national policy.

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Commissioner Raab suggested that the recommendations statement be re-written to include a preamble that would state that the HRC (which has studied the energy crisis as it affects minority and low-income people) has an obligation to speak out on this subject because there is an effect on this population. Thus unemployment, which was the subject of the first recommendation made in the statement, most immediately affects those groups whose members have had the most difficulty in becoming part of the full labor market and who are frequently "last hired, first fired."

It was

*****m/s/c that the HRC re-commit the Recommendations Concerning the Energy Crisis to the Social Programs Committee to draft a new statement which will include a preamble following the guidelines of Commissioner Raab's discussion, and, on the suggestion of Commissioners Fine and Giles, including the specific areas of concerns such as effect on unemployment, on mixed residential-commercial neighborhoods, on low-income people, etc., in order that there be points which can be monitored for action.

*****Commissioner Wong invited members of the HRC to attend the next meeting of the Social Programs Committee for re-writing of these energy crisis recommendations. That meeting will be Tuesday, February 5, at 10:30 a.m., in Room 509 of the HRC.

- Committee Report

The Committee on January 5 heard a presentation on the status of the mentally disabled in San Francisco by Dr. Barry Decker, Program Chief of the Community Mental Health Services program. Dr. Decker said that of some 12,000 mentally disabled persons here who are receiving some social assistance benefits, only about 500 or 600 are in board and care homes, with any kind of supervision. A program is being drafted by the Department of Mental Health with recommendations on how to meet the numerous problems of care and treatment of the mentally disabled, many of whom are persons discharged from State mental hospitals in the close-down policy that has taken place in recent years. The Committee will have a recommendation to this Commission later this Spring when it has studied the recommended program.

POLICE LIAISON
Commissioner Eduardo Sandoval

- Non-Victim Crime/Citation System

This matter was postponed until the HRC's February 14 meeting. The Committee is seeking further information from the San Francisco Police Department, the City Attorney's Office, and Lane County, Oregon. A modified form of the citation system for non-victim crimes is used in the latter county.

- Committee Report - U.S. Immigration & Naturalization Service

At its January, 17 meeting, the Committee heard from agents representing the U.S. Immigration & Naturalization Service, and from Chinatown community representatives, to consider concerns growing out of the recent alleged harrassment of a Chinese alien who did not have his required immigration "green card" on his person when challenged by INS agents who thus suspected he was an illegal alien.

Chairperson Medearis established a subcommittee to follow-up on the problems which were revealed.

- Police Minority Recruitment

The Committee is keeping abreast of the Police Department's minority recruitment program in the City through its director, Troy Dangerfield. Mr. Sandoval reported that at a recent recruitment meeting in the Mission District, 24 Latins signed up for entry-level positions with the Police Department.

- Privacy for Drug Program Patients

The Committee is concerned that privacy rights of particlpants in drug

prevention or treatment programs be protected. Some recent State and Federal actions in this area had caused much anxiety.

- Commissioner Wong mentioned his familiarity with the operation of the U.S. Immigration and Naturalization Service, and his friendship with a supervising investigator (who is Chinese). He urged that there not be a belief that there is general discrimination against Chinese in the INS. He said that for twenty years he has been encouraging minority participation in the INS.

Commissioner Wong also commented on the Police Minority Recruitment program in the Chinese community stating that he has participated in the efforts there which will, by February 2, have enlisted some 125 Chinese-Americans for the Police Department as Q-2 Police Officer candidates.

EMPLOYMENT
Rabbi Alvin I. Fine and
Joseph Garcia, Co-Chairpersons

- Bay Area Rapid Transit District (BART) Affirmative Action Report - Charlene Daigre, BART Affirmative Action Officer.

Commissioner Fine reminded the HRC of the presentation it heard at its April 12, 1973, meeting from the BART Black Caucus (an employee organization at BART with black and other minority members), Gordon Olsen, then BART Director of Personnel, and Booker T. Anderson, Chairperson of the BART Minority Employment Advisory Panel. Speaking for the BART Black Caucus at that meeting were Howard Lewis, and Ms. Charlene Daigre.

Employment Coordinator Wayne Redus introduced Ms. Daigre.

Ms. Daigre previously reported to the Employment Committee. She is now the BART Affirmative Action Officer. She reminded the HRC that her 1973 appearance had been in part a request that the HRC drop from its Principles of Affirmative Action statement the reference to BART as a model for affirmative action commitment and implementation in the Bay Area. The reference was removed subsequently by HRC action, confirming the Black Caucus' position that BART was not at that time in a position to be described as a model of affirmative action. The Caucus felt that there were serious problems within the BART organization regarding affirmative action, including a lack of ethnic balance in the workforce, of an effective program beyond a statement of principle, of an effective training program for minority employees, of senior management awareness of minority problems within the organization.

Rev. Booker T. Anderson, Vice Mayor of Richmond, and chairperson of the three-person Minority Advisory Panel, who spoke April 12, 1973, to the HRC, was charged by BART to survey its recruitment, hiring, training, and promotion policies in relation to minorities, women, and the handicapped. The Rev. Anderson made his report to the BART Board of Directors in June of 1973. That report substantiated the Black Caucus positions earlier voiced, and made a number of recommendations for BART in affirmative action. A primary recommendation was the employment of a fulltime Affirmative Action Officer. Ms. Daigre was named that officer October 1. She said that in the nine months since the last report on this subject to the HRC there has been significant change within BART, both in administration and in carrying out an affirmative action program. Ms. Daigre interprets as indicative of BART management's level of concern her appointment as Affirmative Action Officer, having served with the Black Caucus, critical of BART's past action, or lack of action. She said she recently had received verbal commitments from persons on the BART senior management level regarding affirmative action.

Ms. Daigre has set a number of priorities for affirmative action at BART, including:

- development of an overall affirmative action plan, with a detailed draft due by March 1.

- establishment of a steering committee which is setting up a seminar directed at senior management for development of an awareness of the purpose of affirmative action, and a sense of responsibility among senior personnel and supervisors on an individual basis.

- setting up a series of community meetings to discuss affirmative action at BART.

- to set up a community advisory panel for suggestions about the affirmative action plan.

- Ms. Daigre, answering Commissioner Heilbron, said that she felt that the presentations before the HRC in April of 1973 were effective in terms of helping to effect change within BART.

Ms. Daigre said, in response to a question from Commissioner Livermore, she intended to include all minorities in her minority advisory panel and in community meetings she envisions setting up.

- Chairperson Bartlett expressed the HRC's assurance of continuing interest in the progress of affirmative action at BART.

- Report on Physically Handicapped and the HRC - Wayne Redus

H. Leroy Cannon, Deputy City Attorney, addressed the HRC on December 13, 1973, regarding a request by Supervisor John Molinari that the City Attorney's Office prepare interim legislation that would prohibit discrimination in employment in the City on the basis of physical disability, since State legislation covering this area of discrimination does not take effect until July 1, 1974. Because State law pre-empts across-the-board local regulation on this question, one possible means would have been amendment of the City's Nondiscrimination Ordinance, which the HRC is mandated to implement, and which only covers City contractors. The City Attorney's Office pointed out, however, that the HRC had expressed concern that when the Nondiscrimination Ordinance has been expanded no staff to handle increased implementation responsibilities has been provided.

The Board of Supervisors chose to take no action on this issue, however, and the City's Nondiscrimination Ordinance will not be amended to include "physically handicapped" and effective July 1, 1974, the State Fair Employment Practices Commission will handle such discrimination complaints under the State law.

YOUTH AND EDUCATION
Sister Mary Bernadette Giles and
Louis Simon, Co-Chairpersons

- At its February 5 meeting, the Committee will be considering Commissioner Kingsley's earlier expressed concerns about the impact of public school desegregation and busing policies on the movement by families out of San Francisco.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- No report. A report will be made at the HRC's February 14 meeting.

DIRECTOR'S REMARKS

The 1973 Grand Jury committee report on the Human Rights Commission was sent out to each commissioner, along with the coverage of this report in the San Francisco Chronicle. It is, said Director Becker, generally a supportive report. On the report's comment: "One race must not receive a disproportionate amount of consideration (by the HRC) as opposed to all of the other races that make up our great cosmopolitan City", Mr. Becker said it was unclear what race it was inferred received a disproportionate amount of HRC time, that opinions on this differed.

- As a result of the Police Liaison Committee's consideration of the harassment complaint involving the Chinese community and the U.S. Immigration and Naturalization Service, contact has been established for future discussions between these two groups in future problem areas.

- For a number of reasons, including the one of confidentiality, all complaints that come to the HRC office are not brought before the full HRC if they can be adequately handled on the staff level, or by committees.

- Director Becker recently attended a banquet given by the apprenticeship Opportunity Foundation, an organization the HRC was instrumental in establishing. It was announced that the AOF has just placed its 700th minority youth in an building trades apprenticeship program.

- The City Attorney has been asked, after an initial inquiry, to write out a suggestion that age be added to the Nondiscrimination Ordinance.

NEW MATTERS

Commissioner Wong asked if the HRC would be represented at a Statewide conference of human relations commissions announced for March. Director Becker will check into the advisability of an HRC representative attending. Commissioner Kingsley offered to raise $75 towards the travel and registration expenses, if the HRC's travel budget would not cover. It was thought the meeting was intended for participation by commissioners.

CALENDAR MATTERS

The next regular meeting of the HRC will be February 14, at 9:30 a.m. in the Commission Room of the Main Library.

*****Commissioner Wong asked if the HRC staff could follow-up on implementation of the U.S. Supreme Court's recent decision regarding provision of English language instruction for Chinese (or other linguistically-handicapped children) children in public schools and was assured that work had already begun.

Standing Committees

Youth and Education	Wednesday, February 6, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Employment	Thursday, February 21, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, January 29, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, February 5, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Monday, February 4, 1974 4:30 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	Tuesday, January 29, 1974 4:30 p.m. HRC Offices, Room 509 1095 Market Street

NO REMARKS FROM THE AUDIENCE

Adjournment

Respectfully Submitted,
William Becker
via Jack Casford

WB:JC:cc
1/25/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of February 14, 1974

* *
* NEXT MEETING: February 28, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* *

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Eduardo Sandoval, Harvey Wong

Excused: Joseph Garcia, Curtis McClain, Louis Simon

Staff

Present: William Becker, Frank Anderson, Francisco Aviles, Jack Casford, Marta DeArmond, Ed Ilumin, Stanley Lim, Wayne Redus, Gail Roberts, Dorothy Yee

Pledge of Allegiance

Minutes of January 24, 1974 approved.

COMMUNICATIONS

- From William M. Reedy, for Otto F. Weber, Director, San Francisco Joint Apprenticeship and Training Committee for the Electrical Industry Inside Wiremen, a letter in the form of a progress report of efforts made by the J.A.T.C. to inform the public of its Electrical Apprenticeship Affirmative Action Program. The program began accepting applications January 28 and will continue through February 28. Attached were lists of ads, newspapers used, a log of applicants, agencies, organizations and individuals contacted, media, schools, etc.

- From Robert J. Dolan, Clerk of the Board of Supervisors, informing that an HRC memorandum of October 26, 1973, was discussed at a meeting of the Rules Committee on January 14, 1974. The memo had suggested renaming the Planning and Development Committee the Housing, Planning and Development Committee to focus attention on the critical housing situation. Mr. Dolan wrote that revision of Board rules would include the recommended name change. Mr. Dolan wrote also that the Rules Committee understood that, in accordance to a further HRC recommendation that the Planning, Housing and Development Committee hold hearings on each of the 16 recommendations of the Fair Housing Planning Committee, there are tentative plans to conduct these hearings.

- From Helen F. Nichols, Rental Manager, Parkmerced, to Edith Witt, HRC Housing Representative, stating the apartment complex's affirmative action program, and describing in detail conditions of rental and descriptions of rents and types of facilities, and asking that the information be shared with anyone looking for an apartment.

- To Allan B. Jacobs, Director, City Planning Commission, from Director Becker, expressing four main HRC concerns relative to an application by Parkmerced to convert to condominiums from the criterion of conformity to the Comprehensive Plan. The HRC urged that the City Planning Commission set a hearing on the matter, with prior announcement to residents (of the complex) and other interested persons. Director Becker announced that it was the HRC's understanding that this issue would be on the agenda of the City Planning Commission February 21.

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- From Paul J. Trafficante, President, Committee of Parkmerced Residents Committee to Open Occupancy, to Allan Jacobs (copy sent to the HRC), also voicing concerns about the proposed conversion to condominiums, and asking formal consideration of the civil rights impact of the conversion and its effect on distribution of low and moderate income housing.

- From State Senators Milton Marks and George R. Moscone, and State Assemblymen Richard Alatorre and John Francis Foran, acknowledging HRC endorsement of Assembly Bill 2554 (relating to affirmative action in school districts for both certified and classified services) and announcing that AB 2554 failed to pass the Assembly Education Committee January 22.

COMMITTEES

EMPLOYMENT
Rabbi Alvin I. Fine and
Joseph Garcia, Co-Chairpersons

- Civil Service Commission Affirmative Action Progress - James A. Wurm, Personnel Manager, Civil Service Commission

Mr. Wurm introduced two members of his staff, Mr. Geoffrey Rothman, and Ms. Sylvia Jacobson, who work in the CSC's career development and employment counseling unit.

Mr. Wurm's presentation covered largely CSC activities in 1973; a previous report had been made by Mr. Bernard Orsi, as General Manager Personnel last year.

Mr. Wurm said there were three main areas of CSC concentration during 1973:

1. accelerated examination programs to reduce backlog;

2. salary standardization; and

3. training programs.

Two years ago there were some 7,000 persons on Limited Tenure basis in City Civil Service, receiving none of the benefits (Social Security, pension, etc.) or security of permanent employment save accumulated vacation and sick leave. Many had been in this status for many years, and many were minorities. As a result of the CSC's accelerated examination program there are now approximately 1,100 Limited Tenure employees. Eighty-five percent, or 20,000 of the 23,000 budgeted City Civil Service positions, are now held by permanent employees. In addition, some 2,000 positions currently are Limited Tenure that are being filled on a temporary basis either by employees on leave status, or by virtue of a position being reclassified.

Of the Limited Tenure persons who have taken CSC examinations under the accelerated program, 75% passed and became eligible for permanent appointment. Some 90% in the regular exam program passed.

The examination backlog when Mr. Orsi took office, said Mr. Wurm, was some 500. Ninety-five percent of those examinations have now been held. The CSC can now hold 100 to 150 regular examinations annually.

A benefit to the examination process was the passage last November on the City ballot of Proposition I, which will permit the CSC to purchase standardized tests. This will free the staff of the task of writing exams, and, further, permits acquisition and use of tests which comply with civil rights requirements for job-relatedness of questions.

The CSC presently is decentralizing its examination procedures, said Mr. Wurm. The Department of Public Health's Personnel Department is now responsible for conducting tests for 30 classifications, or some 500 positions. DPH thus can examine, list eligibles, and appoint candidates. Decentralization allows much greater flexibility for recruitment directly from the community, he said. This method is now being extended to the Department of Social Services and the Board of Education.

The Employee Counseling and Career Development, said Mr. Wurm, has counseled 9,424 persons, 55% male, 45% female, 30% Black, and, overall, 75% minority. Of those counseled, 1,570 took CSC examinations; 389 were given temporary Limited Tenure positions pending examination; 1,067 were referred for job training.

Inservice training now consists of eleven ongoing programs enrolling 500 employees at the Community College District. Programs include training, for test-taking techniques, supervision, etc. Once an employee completes, for example, the two-year accounting course series, he or she becomes eligible for a list for promotion or up-grading without further Civil Service examination. Three eligibility lists have thus far been created from these course students, the majority of whom are minorities. Mr. Wurm said 16 of 21 persons currently at Golden Gate University in management training programs, or 75%, are minorities. The course is for persons who do not have academic requirements for middle management positions. In addition, there are 100 enrollees in a training program, Federally-funded Welfare Reform Act, preparing them for examinations for journeyman clerical positions with the Library Department, or as Sheriff's Department Deputy Sheriffs. They receive these salary levels during training and on completion of the course are eligible for examinations for these two permanent classes.

Mr. Wurm also discussed promotive opportunities for minorities, citing recent upgrading of a number of Department of Public Health orderlies to ward clerks (average salary $9,000 annually); three of five division superintendents on a recent eligibility list are Black, recent appointments have placed a Black as Deputy General Manager of the Municipal Railway, and as Director of Safety in the Public Utilities Commission.

Other discussion points covered by Mr. Wurm were the Rule of One and affirmative action in cooperation with the HRC's Civil Service recruiting staff. He reaffirmed that all future examinations of the CSC will have content questions that are related directly to the position. This has been a point recommended strongly by the Civil Service Task Force. Test questions have been reduced from between 200-250 to 50-100.

On the Rule of One, which is a City Charter requirement that the person heading an eligibility list must be appointed to the position, Mr. Wurm said that there is a diversity of opinion about the desirability of continuing the rule. Some employee organizations, for example, feel that it should be retained, and that substitution of , say, a Rule of Two or of Three (permitting a department to choose from the top two or three persons on a eligibility list) would not be an advantage to their constituencies.

*****Commissioner Livermore noted that the Native American (Indian) community had not been mentioned in the discussion on problems in recruiting among minorities.

Mr. Rothman also addressed the HRC, giving more details about the CSC's management training program. He emphasized that the 21 persons now in their fifth month of this course have six hours of classroom work, plus 10 to 15 hours of study (all on their own time) in their work at Golden Gate University. The course will be completed in November, 1974, after which graduates will have only an oral interview to qualify for eligibility for middle management positions in Civil Service.

Both Mr. Rothman and Mr. Wurm responded to inquiries from Commissioner Sandoval about steps being taken to increase Spanish-Origin participation in Civil Service jobs. Mr. Rothman said that a Recruitment Proposal being prepared by CSC now to set up a staff of minority community recruiters, specifies that two of the projected eight-person staff would be Spanish-Origin. Ms. Jacobson cited a recent CSC action involving oral examination for a mechanical job. In this case, a Spanish-speaking person was named to the oral examination board, and asked questions of candidates about their mechanical skills. This was a case where English language ability was of secondary importance.

*****Commissioner Fine asked Mr. Rothman to keep the HRC apprised of problem areas in recruitment for Spanish-Origin and other minority applicants.

- Federal Talent Bank Final Report - Marie Davis

This report was not made.

- Proposed Resolution Urging the Federal Government to Continue and Expand the Federal Talent Bank by Making the Talent Bank a Part of the Federal Government - Wayne Redus

Copies of the proposed Resolution were provided the Commissioners, and it was read in full by Mr. Redus. He underlined the crucial timing nature on this recommended action, since funding of the Federal Talent Bank expires February 27.

It was

*****m/s/c that the HRC adopt the Resolution. A full copy is attached to these Minutes.

- Amendments to the City Administrative Code-Sections 12.A and 12.B Human Rights Commission - Wayne Redus

The Board of Supervisors' Community Services Committee at its February 8 meeting recommended a "do pass" on two amendments to the City's Administrative Code relating to the Human Rights Commission. The amendments were proposed by Supervisor John Molinari.

One amendment is directed at adding to the groups from which the HRC Commissioners are selected. Specifically, it adds age and sex to the groups currently mentioned---employer, labor, religious, racial, and ethnic. This will amend Section 12A.4.

The second, and more complex, amendment deals with Sections 12B.1, 12.2, and 12B.4 of the Code. This is the Nondiscrimination Ordinance. One provision of the Molinari amendment would add age as another category in which employment discrimination by City contractors is prohibited. Current Section 12B.1 prohibits this kind of discrimination on the basis of race, color, creed, national origin, ancestry, sex, or sexual orientation.

Another provision of the Molinari amendment clearly defines franchisees, lessees, and concessionaires with the City as employers who are subject to the provisions of Ordinance No. 261 (the Nondiscrimination Ordinance) contained in Sections 12B.1, 12B.2, through 12B.6.

Mr. Redus attended this February 8 meeting and stated the HRC's approval of the Molinari amendment, but reiterated the HRC's need for more budget money and staff in order to implement this and other previous amendments extending its duties.

These amendments will be on the agenda of the Board of Supervisors February 26.

*****Commissioner Fine suggested that the HRC Executive Committee begin to draft some multiple initiatives, in re: HRC duties, and the budgeting and staff needs to perform them.

YOUTH AND EDUCATION
Sister Bernadette Giles and
Louis S. Simon, Co-Chairpersons

- Report on Counseling in the Public Schools

Commissioner Giles discussed the salient points of the eleven recommendations the Youth and Education Committee asked the HRC to act on. The Counseling in the Public Schools Report, provided in advance to the Commissioners, was prepared by a special subcommittee of the Youth and Education Committee.

Invited to speak on this matter were:

Mr. Robert Parina, District Counselor, Secondary Schools, Counseling and Guidance Services.

Ms. Betty Landis, President of the Secondary Council, Parent-Teacher Association. Following their presentations, Sister Giles stated that points covered by them were in writing and would be added to the report.

Also present were: Mr. Lewis Allen, School District Community Relations Office; Ms. Daisy Brooks, Zone 5 representative on the HRC Youth and Education Committee, Mr. James Gonzales, League of United Latin American Citizens (LULAC) representative, and Mr. James Gordon, School District Staff Coordinator of Volunteers in Careers-College Information.

There was extensive discussion of the Counseling Report, some of it centering on the HRC's role in recommending changes in structural operation of another agency.

It was

*****m/s/c that the HRC accept the Counseling in the Public Schools Report, and commend it to the attention of the Board of Education.

- Recommendations on SFUSD Affirmative Action Compliance Committee

Commissioner Giles also reviewed the four main points of this document. The HRC guidelines included stress on elimination of irrelevant job requirements, quantitative progress measurement, and application of "generally used guidelines of the composition of the City population for the purpose of evaluating progress toward integration." The Recommendations also include the HRC's urging that the Board of Educationn establish an Affirmative Action Compliance Committee. This recommendation was made by the Compliance Committee overseeing administrative appointment during the 1972-73 school year and an ad hoc committee which completed its work this past Fall, and it was reported that the Board has indeed not yet appointed such an Affirmative Action Compliance. Committee.

It was

*****m/s/c that the HRC adopt the recommendations in the SFUSD Affirmative Action Compliance Committee.

- Lau v. Nichols Supreme Court of the United States Decision - Decided January 21, 1974

Background information was provided for the Commissioners. Sister Giles stated that the committee would have an analysis of the implications of the decision for the February 28, 1974 Commission meeting.

- Discussion on "Community concerns about integration and busing as a means to accomplish it, and the quality of education being received in the public schools."

This discussion had been requested by Commissioner Kingsley on January 24. He attended the Youth and Education Committee with Commissioner Raab. Commissioner Giles summarized this discussion.

There is concern in the community about the continuing trend of movement of white middle-class families out of San Francisco to the suburbs. Among reasons for moving discussed were: high cost of housing, lack of family housing, employment opportunities elsewhere, upward mobility, an increase in crime and violence in the cities, and dissatisfaction with the quality of education available to children in public schools.

Commissioner Giles said that the Committee members felt that integrated schools are good for children who are in the City presently, and that some families may move back into the City.

- Commissioner Raab said that there was a sense that this issue movement away by middle-class families is not the exclusive concern of the Youth and Education Committee. He suggested that the Executive Committee might consider where the issue might be further looked into since it was not related only to education.

- Commissioner Kingsley said that until more questions are raised on this issue, for the time being further action could be held in abeyance.

more

- Commissioner Livermore stated that until the City obtains quality integrated education there will be continuing dropouts by minority people from the public school system. He cited the Native American community movements to establish private education plans to instill a knowledge of Indian culture and heritage in their youth.

POLICE LIAISON
Rev. Victor Medearis, Chairperson

- Amended Resolution On the Expanded Use of the Citation System for Non-Victim Crimes - Commissioner Sandoval

Action on this matter was continued from the HRC meeting of January 24. Copies of the proposed Resolution, with attached supportive data, were provided Commissioners in advance of this meeting.

Commissioner Sandoval stressed that the citation system expansion was optional with the Police Department, and that the Resolution recommends that crimes to be included be limited to drunkenness, possession of marijuana, gambling, and certain sex acts between consenting adults.

Following a reading of the proposed Resolution,

It was

*****m/s/c that the HRC adopt the Resolution. The full text is attached to these Minutes.

- Request for Endorsement of SB 1552 - Methadone Clinics

This measure would prevent the State Department of Health from closing down methadone treatment programs which refuse to release the names and medical records of those being treated. The bill, introduced by Senator Milton Marks, would amend the State Welfare and Institutions Code to guarantee that no disclosure of a patient's identity in combination with his medical record be made to the Department of Health. This amendment would satisfy the desire of the local drug treatment programs to protect the confidentiality of patient's records as well as permit State officials access to information they might need to evaluate the program's effectiveness. The HRC previously supported the San Francisco Department of Public Health's resistance to State effort to obtain patients names.

It was

*****m/s/c that the HRC endorse SB 1552

- Request for Endorsement of SB 1507 - Information on Affidavits

This bill would prevent the unauthorized disclosure of information obtained from an affidavit indicating that a voter has signed an initiative, referendum, or petition.

It was

*****m/s/c that the HRC endorse SB 1507.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Re-submittal of Energy Crisis Statement

On direction of the HRC January 24, the preamble of this statement of Recommendations on Energy Crisis Aspects Affecting Minority and Low-Income Communities was re-written. The re-written document was sent to Commissioners in advance of this meeting and,

It was

*****m/s/c that the HRC adopt the Recommendations. The text of the Recommendations is attached to these Minutes.

- Recommended Endorsement of HR 11963

This legislation, currently in the U.S. House of Representatives' Judiciary Committee, would extend to a small number of Filipino veterans of the U.S. Armed Forces in the Far East (World War II) naturalization rights that were granted in 1946, for a brief period of time, to fellow-comrades. However, because many of those who were inducted into American forces, and fought with them during the invasion of the Philippines by the Japanese, were not able to avail themselves at the time of this right, many now in the U.S. face deportation by the Immigration and Naturalization Service.

Appearing to state the concerns of the Filipino-American Veterans Committee was Colonel Felicisimo Mostajo (retired). Also introduced were Colonels Salamanca, Mangibin, Mr. Alberto, and Dr. Bustamante.

Also speaking on this issue was Mr. Alex Esclamado, publisher of the Philippine News.

The Filipino-American Veterans Committee estimated that some 129 Filipino veterans in the Bay Area, and more than 70 in San Francisco, would be immediately affected. Mr. Esclamado said that 76 men currently were threatened by the local office of Immigration and Naturalization with immediate deportation.

It was

*****m/s/c that the HRC endorse HR11963, and communicate immediately its concerns to the local Immigration and Naturalization Office.

- Chairperson Bartlett asked that the Minutes show that the HRC took no position whatsoever regarding viewpoints about the present Philippine government as expressed by Mr. Esclamado.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- A report will be made at the February 28 HRC meeting.

DIRECTOR'S REMARKS

- Conflict of Interest Act

One aspect requires detailed financial reporting by the Mayor, the Planning Director, the City Planning Commission, the Chief Administrative Officer, and the Board of Supervisors NOT by HRC Commissioners.

The second aspect is a general requirement that a Commissioner remove himself or herself from any decisions in which his decision may affect some economic interest he or she may have.

Commissioner Heilbron has a copy of this Act for reference.

- Hibernia Bank Memorandum of Understanding

As a follow-up to recent work of the HRC with the Hibernia Bank on contract compliance, a Memorandum of Understanding recently was reached with the bank management resulting in an affirmative action program and commitment to implementation.

Chairperson Bartlett commended HRC staff for reaching this understanding.

NEW MATTERS

- Chairperson Bartlett asked that the Minutes record his February 4, 1974 Memorandum to all Commissioners regarding appointments to standing committees and the chairpersonships of same. These appointments are attached.

- Commissioner Medearis spoke on behalf of the community of Black Ministers, expressing their sympathies for the Hearst family on the kidnapping of their daughter Patricia Hearst. They offer prayer and support in efforts to obtain her release. The Black Ministers also feel that a recent series of random street murders does not represent any permanent attitude on

the Black community, but are the acts of an individual.

CALENDAR MATTERS

The next meeting of the HRC will be February 28, 1974, at 9:30 A.M. in the Commission Room of the Main Library.

Standing Committees

Employment	Thursday, February 21, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, February 20, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, February 19, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, March 5, 1974 10:30 a.m. HRC Offices, Room 509
Police Liaison	Monday, February 25, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachments
2/25/74

ATTACHMENT I

RESOLUTION

URGING THE FEDERAL GOVERNMENT TO CONTINUE AND EXPAND THE FEDERAL TALENT BANK BY MAKING THE TALENT BANK A PART OF THE FEDERAL GOVERNMENT

The Federal Talent Bank grew out of negotiations between representatives of the Federal Regional Council and the Human Rights Commission of San Francisco during which the HRC was asked by the Federal government to take on fiscal responsibility for its administration.

The Federal Talent Bank is in the completion of its funding year, due to expire at the close of business on February 27, 1974. During this first year of operation the Talent Bank has place more than 180 minorities and women in Federal jobs.

Notwithstanding the successful record of the Talent Bank there have been problems that have prevented the Talent Bank from becoming even more effective. These problems show themselves around three main situations:

1. The joint administration (Federal Government and HRC) of the Talent Bank

2. The difficulty of intensive Federal involvement, both in terms of administration, and of commitment to the use and success of the Talent Bank.

3. The lack of permanent status given to the Talent Bank and its staff.

The Human Rights Commission of San Francisco crucially urges the Federal Government, through the Region IX Federal Regional Council, to take the following action.

1. Make the Talent Bank a permanent part (fiscally, structurally and operationally), of the Federal Government.

2. Strengthen the Federal commitment to using the Talent Bank as a substantive tool in the implementation of affirmative action designed to promote equal opportunity in Federal Civil Service employment.

3. Broaden the scope and coverage of the Talent Bank in the areas of recruitment counseling and referral. This means enlarging the staff past its present size of two positions.

4. Cause the Department of Labor to extend the contract for the Talent Bank beyond February 27, using currently unextended contract funds, until recommendations #1 is implemented.

cc/2-19-74
Resolution 1-74
Adopted by HRC 2/14/74

ATTACHMENT II

COUNSELING IN THE PUBLIC SCHOOLS REPORT

The Human Rights Commission considers counseling to be of importance and wishes its functioning strengthened. In the "Crisis in the Public Schools" report issued approximately four years ago by the Human Rights Commission, counseling was articulated by students to be of prime concern. Counselors to them meant those who are helpful to students and parents in areas such as personal problems, career choices, and course selections. Credentials or jurisdictions relationship were of no importance to students. In the counseling process, structure seemed to limit function. That is to say, the inclusion of counseling within the Special Education Service Division indicated to many that counseling was a special service limited to probelm pupils; while the assignment of counseling with the general education structure would imply that it was a multi-faceted and leveled service needed by all students. For this reason, HRC commends the Board of Education for its reorganization of Counseling and Guidance services in their transfer from the Special Education Service Division to the Operations & Instruction Division. This restructure strengthens the functioning of counseling, especially as it relates directly to the schools.

To further strengthen counseling, HRC makes the following recommendations:

1. The inclusion of the budgeting process in the transfer of Counseling and Guidance from the Special Education Service Division to the Operations and Instruction Division. The planning for the 1974-75 school year Counseling budget remains under the jurisdiction of Special Education thus hampering the effective seperation of services.

2. The incorporation of Social Work, Psychology and Attendance Services, the Student Placement Committee, the Emergency Evaluation Clinic, and Guidance Service Centers under the jurisdiction of the Director of Pupil Services in the Operations & Instruction Division.

3. The incorporation of career counseling under the jurisdiction of the Director of Pupil Services in the Operations & Instruction Division.

4. The involvement of the Director of Pupil Services in the selection of secondary school assistant principals - pupil personnel.

5. The involvement of the Director of Pupil Services in the selection of secondary school counselors.

6. The utilization of minimum days for mandatory in-service training for counselors. Draw together all secondary school counselors with three or more periods of counseling perday. Teacher-Advisors with less than three periods per day should attend an in-service day every other month.

7. The development by every school of a needs assessment of guidance and counseling services.

8. The expansion of the use of counseling centers, grade level counselors, multiple group counseling, and differentiated staffing.

9. The expansion in all elementary schools of counseling. Since the classroom teacher functions as the primary counselor to pupils in elementary schools, they should be adequately prepared for their counseling role. In addition, qualified, professionally trained counselors should be available in each school to perform specialized functions beyond the scope of the classroom teacher.

10. The expansion of personal problems counseling at the junior and senior high school levels.

11. The development of improved articulation between elementary and the secondary levels. The improvement of communication among the classroom teachers and the counseling staff to aid in meeting the educational needs of students.

12. The support and expansion of the evaluation efforts of the District Advisory Committee on Counseling and Guidance and the workshops held in 1972-73 for students and counselors, in order to measure what counselors are doing and how well they are doing it.

ATTACHMENT II CONT'D

The Human Rights Commission commends the Associate Superintendent, Operations & Instruction for directing schools to use the services of Counseling and Guidance prior to any pupil being referred to the Student Placement Committee for explusion or involuntary school transfer. HRC pledges its cooperation in strengthening counseling in the public schools as these services directly benefit students and their parents.

cc/2-20-74
Accepted by HRC 2/14/74
& Commended to Board of Education

ATTACHMENT III

RECOMMENDATIONS ON SFUSD AFFIRMATIVE ACTION COMPLIANCE COMMITTEE

Two basic and compatible ideas were built into the birth of the Human Rights Commission of San Francisco's equal opportunity and affirmative action mounting and stimulating affirmative action progress in both public and private employment. HRC adopted "Principles for Affirmative Action in Public School Employment" 6/22/72. Three of the guidelines describing the basic conditions of an affirmative action program in school employment were as follows:

1. Examine the essential qualities and abilities needed for each particular job, eliminating those which are irrelevant and adding those positions which are currently certificated should be expanded to be either certificated or classified. Qualifications should include proof of ability to work with minority group pupils. Affirmative action in employment is served by the employment of bilingual staff in order to be able effectively to serve pupils and parents who are not proficient in English.

2. Place accountability for the effectiveness of an affirmative action program upon the School and College Districts by measuring the quantitative progress made over identifiable periods. The District's goals and timetable are to be developed and to be used to measure the effectiveness of the affirmative action program. In multi-ethnic San Francisco, this means a concern with the inclusion into the work force of a number of different groups via affirmative action.

3. Use that quantitative measurement of progress as a measurement of the affirmative action programs, but not as a substitute for such programs. Measurement is one thing; rigid quotas are a different thing, especially those which would require the automatic inclusion of members of one group to the exclusion of members of other groups.

4. Apply generally used guidelines of the composition of the population of San Francisco for the purpose of evaluating progress toward integration. This is based on the assumption that if past discrimination and disadvantage because of race had not existed, people would be more evenly spread out by occupation and job level. However, even the population ratio needs to be used with care as a goal; because of the effect of the teaching staff on the pupils, the ethnic breakdown of the pupils rather than the San Francisco population as a whole should be the goal.

In order to provide a measurement of the continued sincerity and effectiveness of the affirmative action program of the San Francisco Unified School District; the Board of Education is urged to establish an Affirmative Action Compliance Committee following the recommendations of the Ad Hoc Committee chaired by Dr. Zuretti Goosby and patterned after the 1972-73 Committee on School Administration chaired by Rev. Dr. A. C. Ubalde, Jr. Further, it is recommended that the function of a broadly representative multi-ethnic Affirmative Action Compliance Committee be the monitoring of the hiring and promoting of certificated and classified personnel and the selecting of consultants. Finally, this monitoring should expand to business firms and contractors engaged in selling goods and services to the School Districts.

cc
Adopted by HRC 2/14/74

ATTACHMENT IV

RESOLUTION ON THE EXPANDED USE OF THE CITATION SYSTEM FOR NON-VICTIM CRIMES

The Human Rights Commission supports the expanded use of the citation system in place of formal arrests for certain types of non-victim crimes. Such an ordinance will give police the option to use citation procedures, but not require them to use it. The Commission recommends that the crimes to be included by this procedure be limited to drunkenness, possession of marijuana, gambling, and certain sex acts between consenting adults. The use of a citation system would require that the accused appear in court at a later date to be booked and arraigned. Included as criteria for the arresting officer to determine whether a citation should be issued could be such factors as: satisfactory identification of the individual, his prior criminal record, his community ties, and other factors relating to the likelihood of the accused appearing in court.

The implementation of this proposal would partially reduce the number of pretrial prisoners in the overcrowded jails, reduce court expenses and time in processing individuals at bail hearings, and better allocate police time. This could then result in improved patrols against crimes of violence and serious felonies, not only in our poorer communities where the rate of crime is significantly higher, but in all neighborhoods of San Francisco.

The HRC notes that the expansion of the citation system would break new ground in the area of local criminal justice; thus there is need to proceed with caution.

cc/2-20-74
Resolution 2-74
Adopted by HRC 2/14/74

ATTACHMENT V

RECOMMENDATIONS ON ENERGY CRISIS ASPECTS AFFECTING MINORITY AND LOW-INCOME COMMUNITIES

San Francisco's minority and low-income communities, many of them outside America's so-called "mainstream," are particularly affected by a number of current energy crisis spinoffs. For example:

- any impairment in transportation or mobility means it is harder to get to jobs, and harder to get where the jobs are to apply for them, and minority communities are often somewhat isolated geographically.

- any increase in unemployment, or layoff trends, affects most particularly minority segments of the community who may be "last hired and the first fired."

- any cutback in the provision of public services---streetlighting, utility power for households, etc., - coupled with increases in rates hits incomes already greatly pressured by soaring inflation, and hardest naturally where the income is the smallest, and minority people have, on the average, smaller incomes.

Based on the study of the HRC's Social Programs Committee of the energy crisis in the context of its effect on minority and low-income people, the following recommendations are made:

1. That the California State Legislature, in view of the growing unemployment due to layoffs attributed to the energy crisis (by the second week in January, 5,000 persons in the Bay Area filed unemployment compensation claims citing the energy crisis as the reason they were out of work), move for an immediate increase in the size and duration of unemployment benefits.

2. That the City policy on street lighting consider the correlation of street darkness (which may be worsened by the absence of commercial or business lighting at night) and crime. Many residents of mixed commercial-residential areas (South of Market, the Tenderloin, etc.) depend on some commercial business lighting to supplement municipal street lights.

3. That the City give full support to the Municipal Railway System in its efforts to upgrade service, increase frequency, etc., in light of expected increased patronage.

4. That State and Federal gas taxes be used for the improvement and development of mass transit systems, and not limited to highway construction.

5. That the California Insurance Department study a rollback in automobile insurance rates, in view of the new curbs on highway speeds and the predicted significant drop in accident rates. An advisory service for a large group of California auto insurance companies recently recommended that its member companies reduce premiums for motorists who use vehicles to commute only occasionally and short distances.

These five areas are those which immediately concern the Human Rights Commission as they touch on the minority and low-income communities of this City. They are not the only ways in which the energy crisis effects these groups, but they are among those most evident at this time.

cc/2-20-74
Adopted by HRC 2/14/74

ATTACHMENT VI

HRC COMMITTEES FOR 1974

EXECUTIVE COMMITTEE
- Medearis, Chairperson
- Simon
- Kingsley
- Bartlett

EMPLOYMENT COMMITTEE
- Fine) Co-Chairpersons
- Garcia)

YOUTH AND EDUCATION COMMITTEE
- Sister Giles) Co-Chairpersons
- Simon)

HOUSING
- Heilbron, Chairperson
- Kingsley
- Bedford

POLICE LIAISON
- Rabb, Chairperson
- Sandoval
- McClain
- Medearis

SOCIAL PROGRAMS
- Wong, Chairperson
- Sister Giles
- Livermore

READING PANEL
- Sister Giles

NATIVE AMERICAN ADVISORY COUNCIL
- Livermore

MEDIA (AD HOC)
- Simon

PLANNING AND RESEARCH (AD HOC)
- Raab

cc
2/20/74

2/28/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of February 28, 1974

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: March 14, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * *

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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Raab, Eduardo Sandoval, Louis Simon, Harvey Wong.

Excused: Rev. George Bedford, Rabbi Alvin I. Fine, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis.

Staff

Present: William Becker, Jack Casford, Al Howard, Lily Lee, Wayne Redus, Gail Roberts, Phil Waldman, Edith Witt.

Pledge of Allegiance

Minutes of February 14, 1974, approved.

COMMUNICATIONS

- From Marie Melrose Monti, Deputy Labor Commissioner, State Division of Labor Law Enforcement, Department of Industrial Relations, accepting an invitation to join the HRC at a booth (with Fair Employment Practice Commission and others) at the Chinatown International Women's Day Program on March 3, 1974, at Commodore Stockton School, 950 Clay.

- From State Senator Milton Marks, thanking the HRC for its support of his Senate Bills 1507 (to protect the confidentiality of signers of initiatives and petitions), and 1552, (to protect the confidentiality of names of patients in methadone clinics). SB 1552 has passed the Senate and as of February 19 was before the Assembly. SB 1507 was pending in the Senate Elections and Reapportionment Committee.

- From Robert J. Dolan, Clerk of the Board of Supervisors, asking on behalf of Supervisor Robert E. Gonzales that the HRC keep the Board of Supervisors advised of developments in negotiations with the developers of Embarcadero Center regarding its affirmative action program, and, at the request of Supervisor Terry A. Francois, that it report to the Board whenever delays or difficulties are encountered concerning the affirmative action program where special concessions have been made by the City.

COMMITTEES

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Pending State Legislation Concerning Tenant-Landlord Relations

A recent California Supreme Court decision (called the Green Decision) stated that landlords are responsible for an implied warranty of habitability in the leasing of dwelling units. This is a new concept in tenant-landlord relations in California. Before this decision, legislation had been introduced on the State level to define the relationship of tenant to landlord and to correct deficiencies while at the same time setting forth the obligations of each party.

more

Assembly Bill 1202 and Senate Bill 1288 are the current pieces of legislation. The Housing Committee feels that SB 1288, supported by owner or real estate interests, significantly reduces the landlord's obligations and could work to the disadvantage of tenants. For example, it would authorize nonrefundable deposits. Each bill has been passed in the house into which introduced. No hearings have thus far been set on them. The Lawyer's Urban Committee of the San Francisco Bar Association is acting as advisor to HRC's HUD Committee on this issue. Commissioner Heilbron said that there seemed to be little question but that the HRC should oppose SB 1288.

*****Commissioner Heilbron was asked to provide fellow Commissioners copies of a summary of these measures if the Committee recommends action at the March 14 meeting of the HRC.

- Parkmerced Application for Condominium Conversion

Director Becker wrote to the City Planning Commission on January 31 expressing HRC concerns in the issue of the application of Helmsley-Spear the new owners of Parkmerced, Inc. (a 3,500-unit apartment complex in San Francisco with many moderate-income rent levels) for conversion of the property to condominiums. These concerns were that if Parkmerced become condominiums, the moderate-income level of tenancy be maintained, that recreation and open space be preserved, and that Parkmerced residents be informed of proposals in process.

These recommendations were included in Planning Commission staff recommendations to the full Planning Commission, adding, however, their additional request that HRC staff be given the responsibility of dealing with problems arising from administration of the conversion program.

It would have put the HRC, said Commissioner Heilbron, in a difficult quasi-legal position, but did not provide for any increase in HRC staff to handle the extra duties.

The Planning Commission February 21 ruled that the Parkmerced management application for conversion to condominiums does not comply with the City's Master Plan.

The Department of Public Works will also make a ruling on the application. Helmsley-Spear can appeal negative rulings to the Board of Supervisors.

In discussion among Commissioners, it was pointed out that approximately one-third of the current Parkmerced tenants are elderly, and that testimony by the more than 300 tenants who came to the February 21 Planning Commission meeting was that tenants are now subject to substantial rent increases and refusal of management to offer more than month-by-month leases.

It was

*****m/s/c that the HRC support the City Planning Commission's efforts to preserve low and moderate-income housing, and to avoid the displacement of large numbers of tenants as indicated in its recent decision on the condominium conversion application of Parkmerced.

- Commissioner Kingsley abstained from this vote because he stated that he has an interest in the principle of condominium conversion.

- Ordinance to Prohibit Housing Discrimination Against Families with Children

This Ordinance, introduced by Supervisor Quentin L. Kopp and co-sponsored by Supervisor Robert Mendelsohn, would amend the Administrative Code, adding to the Sections setting forth the mandate of the HRC, (12A.) and its Non-discrimination Ordinance (12B.), Chapter 12C.- "Prohibiting Discrimination in the Leasing of Certain Residential Real Property Because of Children."

Thus the responsibilities of the HRC would be broadened to include children in the area of housing. The HRC could be expected to conciliate complaints, to hold hearings, etc., before referring to the District Attorney's Office for legal action. This was not the form of the proposed Ordinance when the HRC first saw it, said Commissioner Heilbron.

The City Attorney's Office has advised the HRC that although violation of the proposed ordinance is a misdemeanor, it is the custom of the City to assign to some City administrative agency the receipt of complaints, with follow-up investigation and referral to the District Attorney.

Several Commissioners expressed concern that in this matter, as in others where new responsibilities to prohibit discrimination are set up, the HRC would be asked to assume responsibility for enforcement, without there being a specifically recommended addition of staff to handle the extra duties.

The proposed ordinance comes before the Board of Supervisors March 11.

*****It was agreed that the Commissioners would communicate with the Mayor's Office staff and with individual members of the Board of Supervisors asking that each formally commit sufficient resources to the HRC to carry out whatever is assigned to it.

- Nondiscrimination Rules in Rehabilitation Assistance Program Areas

Staff has been asked by the Chief Administrative Office to draw up draft rules and regulations for HRC enforcement of the open housing and equal employment opportunities provisions of the RAP ordinance.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Request for Resolution Urging Uniformity of Chapter 12, Sections 12A. and 12B., of the City's Administrative Code (establishing the HRC and its Nondiscrimination Ordinance.

The proposed Resolution was read in full by Wayne Redus, Coordinator of Employment, and

It was

*****m/s/c that the HRC adopt it. The Resolution is attached to these Minutes.

- Employment Recruiters Placement Report - Alphonso Howard

This program began in February, 1972, as a result of collaboration between the Emergency Employment Act Office and the HRC. It was designed to assist in bringing the Civil Service workforce of the City to a point where it would more closely reflect the ethnic makeup of the population. To this end a team of eight (one coordinator and seven recruiters) one each Black, Japanese, Chinese, Filipino, Native American, and two Spanish-Origin, was set up.

Mr. Howard described the value of the experience in recruiting to its staff, praising the dedication they exemplified. Gradually, the staff has been able to make inroads on traditional minority reluctance to apply for Civil Service positions.

Originally, the program could place applicants in Emergency Employment Act and Limited Tenure positions, and by so doing gave many minority people valuable experience, an understanding of the Civil Service system, and preparation for taking examinations for permanent positions. But by June of 1972, the EEA program and Limited Tenure section virtually had stopped hiring. Thus, to maintain contact with the applicant community, the recruiters began job development in private industry. Recruiters in this program were assisted by the HRC's role in enforcing affirmative action requirements of City contractors. They could produce qualified minority applicants, and assist companies in setting up and fulfilling affirmative action policies and contracts.

The recruiter program thus in two years has grown from one solely recruiting minority applicants for City Civil Service positions to its present role adding affirmative action recruiting for private industry, investigating clients' employment discrimination charges, giving career counseling, and recruiting underemployed minorities into training programs. During 1973, women were added to the recruiters' area of concern.

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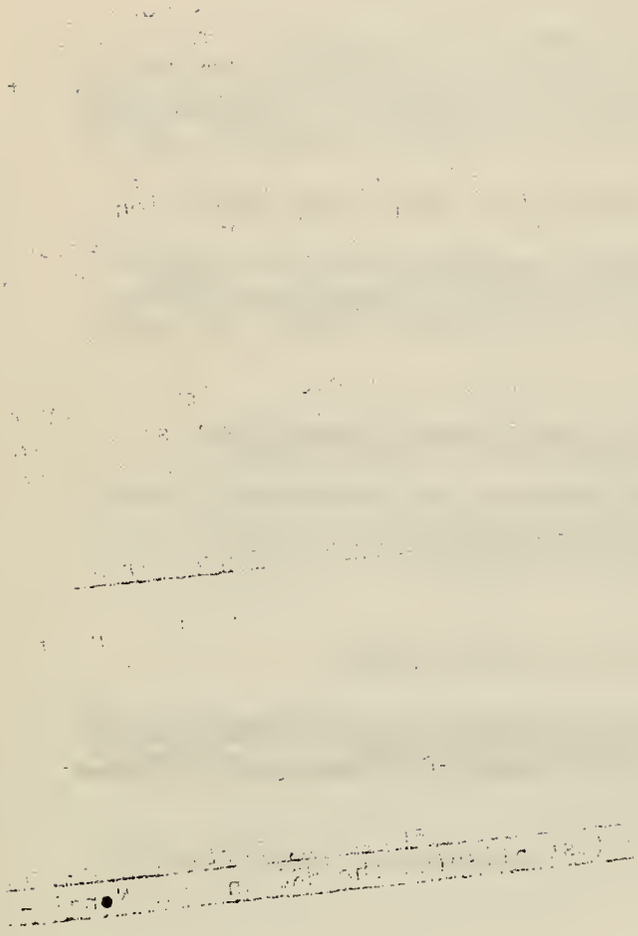

Some 1,900 persons have been placed on jobs. Recruiters produce a bi-weekly job listing which goes to more than 200 minority and female agencies; record-keeping is routine and accurate; and rate of placement within Civil Service is improving despite the tightening availability of jobs.

Mr. Howard used as an example of the approach of the program to testing its own effectiveness, statistics of the numbers of women, Spanish-Origin people, and Chinese who qualified for high-paying and highly desirable Municipal Railway operator S-102 and S-104 positions as a result of its recruiting efforts.

Numbers qualifying for S-102 and S-104

	Women	Spanish-Origin	Chinese
Two lists published prior to HRC recruiters efforts	1	12	4
Latest list (heavy recruitment-200-by HRC for the exams)	20	29	33

Traditionally very few members of any of these groups have applied for this classification, so few passed the exams and got on the lists.

A copy of this report is attached to these Minutes.

*****Commissioner Wong asked if semi-annual reports can be made to the HRC on the numbers of placements.

- Statement on Proposed State Division of Industrial Welfare Work Orders on Behalf of HRC's Employment Committee - Wayne Redus

This Statement was drafted by HRC staff and finalized by a subcommittee of the Employment Committee. The document was read in full by Mr. Redus. Based on the HRC's responsibility for discrimination, and for reducing economic disadvantage, it commented on some of the proposed changes in the California Industrial Welfare Commission's work orders. Public hearings in the State have brought forth considerable testimony regarding proposals over such work orders as those relating to overtime hours and their application to men as well as women. Some employer groups have been strongly opposed to including men. The HRC Statement stressed that it feels the responsibility of the IWC is to maintain and improve living standards for California workers, and called on it not to "...abdicate the responsibility to set just and decent standards for California's workers..."

It was pointed out that the HRC's actions in the past have been for the protection of workers in Chinatown garment shops, who do not work under collective bargaining agreements, and thus need the IWC's protection especially.

The Employment Committee sent the Statement to the Industrial Welfare Commission.

In response to Commissioner Kingsley's question, Director Becker said staff had erred in sending it to the State IWC before it could be passed on by the full HRC; that the Employment Committee was concerned with a deadline and felt the statement followed from past HRC actions, but still, could have and should have come to the Commission first. He indicated this has not been and will not be standard procedure.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Venereal Disease Educational Program - the Committee recently heard a report from the staff of the VD Educational Program with youth in San Francisco public schools. Commissioner Simon, reporting on this and the following items, said all were encouraged by the achievements to date of the youth staff.

- Student Rights and Responsibilities Manual - This document has been distributed. There is some concern over the problem of apathy on the part of students and parents. More work to build greater awareness of the Manual and its application must be done.

- U.S. Supreme Court Decision (Lau v. Nichols) Regarding Public Schools Providing Bilingual Education - The Committee recently had the contributions of Commissioner Wong, and of Ling-chi Wang, of Chinese for Affirmative Action, in discussing this decision. Further study is needed before it can be brought to the HRC for possible action.

DIRECTOR'S REMARKS

- The HRC points out that its percentage of the City's total budget is 4/100 of 1 per cent

- Director Becker reviewed the meetings that have taken place, on an intermittent basis, over the past two years with the developers of Embarcadero Center on the question of finding a means of funneling more City residents, especially minorities, into white-collar job opportunities with tenants of high-rise buildings in that downtown development. The HRC has sought to have developers set up an Employment Referral Center, to which tenants could submit their job opening listings, in order that referrals might be made of applicants from those communities not traditionally contacted on a regular basis.

In January, the Board of Supervisors was considering a request for a landsite in the Embarcadero Center area by the developers that required transfer of a fire station to another site. Some of the Board expressed concern at that time about affirmative action commitments at the Center and a decision was postponed. In the following week it was agreed that a representative of the Federal HUD and Mr. Becker will meet at the end of March with the principals of the Center to work out some kind of affirmative action program. It is hoped that something constructive can be obtained in this March meeting, as a step towards solving the continuing problem of impacted unemployment in the City.

- The City Civil Service Commission has scheduled a number of examinations for positions on the HRC staff presently filled by Limited Tenure employees. This does not affect Emergency Employment Act staff.

NEW MATTERS

- Chairperson Bartlett stated that Commissioner Giles will attend a Statewide Conference of Community/Human Relations Commissioners March 1, 2, and 3 at Riverside, California.

CALENDAR MATTERS

- The next HRC meeting will be March 14, 1974, at 9:30 a.m.

Standing Committees

Employment	Thursday, March 21, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, March 6, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, March 5, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street

Social Programs	Tuesday, March 5, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Monday, March 4, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	No Meeting Scheduled

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachments

3/4/74

ATTACHMENT I

RESOLUTION URGING MAKING UNIFORM ADMINISTRATIVE
CODE SECTIONS RELATING TO HUMAN RIGHTS COMMISSION

The Human Rights Commission requests the Board of Supervisors to take action to bring the various sections of Chapter 12A., and Chapter 12B., of the San Francisco Administrative Code into uniformity relative to these sections as cumulatively amended.

HRC urges the Board of Supervisors, in view of its expansion of HRC responsibilities in Chapter 12B., and partial recognition of this in amendment to Section 12A.4 (a) of the City's Administrative Code, to move to bring 12A. into complete uniformity with 12B. in all pertinent sections.

cc/3-4-74
Resolution 3-74
Adopted by HRC 2/28/74

ATTACHMENT II

CIVIL SERVICE RECRUITERS PLACEMENT REPORT

A - 02/24/73 - 01/05/74
B - 01/06/74 - 02/05/74

Ethnic Identification	Recruiter	1 A	1 B	2 A	2 B	3 A	3 B	4 A	4 B	5 A	5 B	ETHNIC TOTALS A	ETHNIC TOTALS B	TOTALS
	Dan Amerson													
NATIVE AMERICAN	MALE							4					4	
	FEMALE							5					5	
	TOTAL	30	-	16	-	8	-	102	9	35	-	191	9	(200)
	Luis Escobar													
SPANISH ORIGIN	MALE			2				1		6			9	
	FEMALE			3				7		0			10	
	TOTAL	26	-	68	5	16	-	75	8	121	6	306	19	(325)
	Jose Fabiani													
SPANISH ORIGIN	*													
	TOTAL	30	-	70	-	14	-	20	-	92	-	226	-	(226)
Final as of September 5, 1973														
	Al Howard													
BLACK	*													
	TOTAL	51	-	86	-	37	-	20	-	43	-	237	-	(237)
Final as of September 5, 1973														
	Alberta Grant													
BLACK	MALE			7				1		9			17	
	FEMALE			4				5		0			9	
	TOTAL	8	-	54	11	15	-	40	6	42	9	159	26	(185)
Began April 17, 1973														
	Alvin Ja													
CHINESE	MALE			3				1		14			18	
	FEMALE			2				1		0			3	
	TOTAL	66	-	96	5	19	-	35	2	70	14	286	21	(307)
	Chris Lamadora													
FILIPINO	MALE							3		5			8	
	FEMALE							1		1			2	
	TOTAL	32	-	57	-	23	-	51	4	79	6	242	10	(252)
	Greg Marutani													
JAPANESE	MALE							0		3			3	
	FEMALE							4		0			4	
	TOTAL	25	-	19	-	6	-	57	4	35	3	142	7	(149)
	SUBTOTALS	268	-	466	21	138	-	400	33	517	38	1789	92	(1881)
TOTALS 02/05/74		268		487		138		433		555		1881		

*No information available as to sex

LEGEND:

1. Emergency Employment Act - Federally funded jobs for San Francisco City and County
2. Permanent Civil Service - Regular jobs for S. F. City and County
3. Limited Tenure - Temporary City jobs
4. Private Placement - such as hotels, banks, other private industry, and State and Federal Civil Service
5. Mass Referral Program - such as Christmas Job Program, Hyatt House, when 25 people or more are called for.

AH:bct

DOCUMENTS
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HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of March 14, 1974
Held in the Library of Grace Episcopal Cathedral

* * * * * * * * * * * * * * * * * * *
* NEXT MEETING: March 28, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Louis Simon, Harvey Wong.

Excused: The Very Rev. C. Julian Bartlett, Rev. George Bedford, Joseph Garcia, Earl Livermore, Curtis McClain, Earl Raab, Eduardo Sandoval.

Staff

Present: William Becker, Jack Casford, Helen Jones, Wayne Redus, Gail Roberts, Sarah Reznek, Phil Waldman, Dorothy Yee.

Pledge of Allegiance (The Pledge was not made due to absence of a Flag).

Minutes of February 28, 1974, approved.

- Commissioner Kingsley was named temporary presiding chairperson.

COMMUNICATIONS

- From Rebecca A. Mills, President, Advocates for Women, thanks for the HRC's written support of their application for a grant (which they obtained) for a program to implement a placement program for low income and minority women.

- From James F. Greene, Deputy Commissioner, United States Department of Justice, Immigration and Naturalization Service, Washington, D.C., a response to the HRC's communicated concerns over possible deportation of Filipino-American World War II veterans. Mr. Greene assured the HRC that each alien case now in dispute (some 76 in the Bay Area) will be decided on its "individual merits".

- From Supervisor Quentin L. Kopp, regarding HR 11963 (the Federal legislation proposal that would grant naturalization rights to these Filipino-American veterans mentioned above, a measure supported by the HRC), informing that the Board of Supervisors on March 11 would hear his motion to recommend its adoption of a resolution to support.

- From Supervisor Alfred J. Nelder, affirming his support of HR 11963, and stating he would ask the Board of Supervisors to write the Commission of Immigration (sic) asking that deportation proceedings be suspended pending the outcome of HR 11963. Note: Commissioner Greene had said the Immigration and Naturalization Service did not "permit aliens to remain in illegal status in the United States for extended periods of time upon the mere introduction of a public bill in Congress designed to grant a particular group permanent resident status."

- From U.S. Senator John V. Tunney, announcing that SB 1724 (endorsed by the HRC), the Bilingual Courts Act, is to be acted on by the full Judiciary Committee and then the Senate in the next few months.

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- To Mayor Joseph L. Alioto, a letter of transmittal with the HRC's annual Racial, Sexual, and Ethnic Employment Survey of City Employees. Its publication was delayed this year. The survey is seen as a basic diagnostic tool for affirmative action in City employment. Special attention was drawn to the HRC's concerns about ethnic representation in appointments made to City commissions, boards, and agencies.

*****At this point Vice-Chairperson Medearis arrived and assumed direction of the meeting.

COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Recommendations Arising from the Lau v. Nichols Supreme Court Decision Regarding Bilingual Education in the San Francisco Public Schools.

The Youth and Education Committee has devoted much of two regular meetings to discussion of the implications of this decision, with its significance on providing bilingual-bicultural education in the public schools in the City.

Present to participate in this discussion were:

Ling-chi Wang, a member of the Board of Directors, Chinese for Affirmative Action; Ms. Kathy Reyes, Community Relations Unit, San Francisco Unified School District, and a member of the Youth and Education Committee; Ben Tom, member of the Chinese-American Democratic Club; Allan Wong, Chairperson of the Social Relations Committee of the San Francisco Council of Churches; Lonnie Chin, member of the Association of Chinese Teachers; Dorothy Yee, HRC Community Liaison Worker; Ray Del Portillo, Director of Bilingual Education Programs, SFUSD.

*****Commissioner Simon announced that the Committee wished to recommend HRC adoption of a statement supporting establishment of a Citizens' Task Force to assist the Board of Education in developing a plan for an English as a Second Language (ESL)/Bilingual Education program. Due to lack of a quorum, no voting action was taken on this measure, and consideration of it was postponed until the March 28 HRC meeting. Various members of the Commissioners present, however, did express their agreement with the proposed recommendations, after discussion and after the presentation, described below, of Mr. Wang, and others.

Mr. Ling-chi Wang addressed the HRC. He said he had just returned from a hearing in Washington D. C. of the House Committee on Education and Labor, indicative, he said, of the kind of attention bilingual education is receiving on the national level. Mr. Wang said that the "appropriate relief" ordered by the Supreme Court to be provided non or limited English-speaking children, should include not just the Chinese youngsters in San Francisco but all ethnic groups included in the estimated 10,000 limited English-speaking in the San Francisco public schools.

Mr. Wang suggested that the HRC adopt the Youth and Education Committee's statement, but offered a number of recommendations from a Citizens Proposal for the creation of a Bilingual Education Task Force to Prepare a City-Wide Master Plan for Bilingual Education.

1. That a Bilingual Education Task Force be appointed to develop the city-wide master plan.

2. That the Task Force responsibilities include measuring the bilingual education needs of the City; identifying resources including personnel, curriculum, facilities, and program; developing a bilingual education model; developing a plan to re-train teachers in bilingual education; developing a plan for bilingual curriculum; and developing a schedule of implementation and necessary budget.

Mr. Wang noted that the Chacon Act, AB 2284, passed two years ago, required all school districts to identify children in their districts who need assistance

in English. The first of these reports, he said, issued from the State Superintendent of Schools' Office, showed for the city of Delano (an area heavily populated by farm workers, most of whom are Spanish-origin) that zero children needed English instruction. Only seven children were so identified for the city of Fresno, also situated in an area with large numbers of farm workers. These examples Mr. Wang cited as indicative of the need for critical measurement of the City's children with these special language problems.

Mr. Wang expressed his distress that presently teachers are sometimes recruited on a volunteer basis for ESL bilingual education assignments in some schools. He urged that extensive work be done in considering in-service training and other means to provide the teachers needed. He suggested that the City establish a standard (of proficiency) for ESL/Bilingual teachers.

Mr. Ray Del Portillo, Director of Bilingual Education for the San Francisco Unified School District, addressed the HRC, and responded to questions. He said that a survey conducted during March, 1973, following the requirements of Assembly Bill 2284, with some direction from the State, and conducted by asking teachers for the information, tallied 1,700 City public school students as non English-speaking, and approximately 7,400 as limited English-speaking. Such surveys are to be conducted annually in March of each year, in light of the requirements of the Lau v. Nichols decision. Mr. Del Portillo said the District is "trying to get that survey started" to get what he called a much better fix on the problem. He stated that the SFUSD faces a number of constraints currently, including the Field Act (which has required that all public school buildings be brought up to code as defined in the earthquake protection standards), and the school desegregation program. He acknowledged that the SFUSD is having a problem in finding teachers who are not only bilingual, but also biliterate. That is, a teacher may speak Chinese, or Tagalog, or Japanese, or Spanish, but not have a teaching ability in reading or writing it.

Mr. Del Portillo stressed that the SFUSD currently is running an ESL program, has three newcomer centers, and is serving 4,000 children, only 1,500 of whom, however, are in bilingual classes. The remainder are in the ESL program. Until the March survey of bilingual need children is completed, he said, there can be no definite determination of how many are or are not receiving assistance. He said he personally felt that all non English-speaking pupils, as distinct from the limited English-speaking children, in the District currently are being served. Mr. Del Portillo also described the methodology to be used in the survey on the elementary and secondary school levels. Teachers will be asked to identify non and limited English-speaking students (with follow-up screening), and the material will be recorded by keypunch to produce the reports at SFUSD headquarters. Resource people from the central office will be at the schools to assist identification of children as to their needs.

Director Becker noted that the HRC has for many years been involved in trying to focus attention on the bilingual needs of San Francisco public school children, and that one result is that the SFUSD has been more active than many other cities in California. He expressed the hope that the SFUSD would want the kind of representative task force that would be a source of recommendations to the Board of Education for establishment of a meaningful program for limited English-speaking pupils. There is at present, the Director said, no community consensus on what kind of program is best, a crash program on English, or a mixed bilingual/bicultural program.

Other comments were offered to the HRC by Mr. Allan Wong, and Mr. Ben Tom.

Ms. Lonnie Chin, representing the Association of Chinese Teachers, stated on behalf of her organization that it supported the establishment of a Citizens' Task Force, and that its members were concerned with working on plans to implement a program for limited English-speaking pupils.

- Student Rights and Responsibilities Manual - Ms. Sarah Reznik, HRC intern, and Mr. Walter Phillips, Director of Pupil Services, SFUSD.

The San Francisco Board of Education adopted the Student Rights and Responsibilities Manual June 17, 1971, replacing the "Students, Parents and Teachers Get Together on Discipline" brochure. The Manual was a result of intensive work by the City-Wide Youth Council and HRC staff in cooperation

with School District staff, professional organizations and the Parent/Teachers Association. Included in the amendments incorporated into the Manual June 15, 1972, was that there be a one-page summary of the Manual. Sixty-five thousand copies of that summary were provided each secondary school in January, 1974 for distribution to all students. The Board of Education mandated that on-going evaluation be conducted and periodic reports be made to the Board.

The Director of Pupil Services, who bears overall responsibility for the implementation of the Manual, requested that its operation in each of the District's 30 secondary schools be evaluated during the 1973-74 academic year through the Evaluation Subcommittee of the Advisory Committee specified by the Board. Sarah Reznek completed a study of 25 of these schools (due to the Teachers and City employees' strike) March 15, 1974. The findings and recommendations growing out of the study, discussed before the HRC at this meeting, are scheduled to be presented to the Board of Education April 9.

Personal interviews with the site administrators gave the scope of the appeals process in each school and the administrative view of it. The responses to the questionnaire distributed to students and teachers were somewhat inconclusive. It appears that students, on the whole, do not know about the Student Rights and Responsibilities Manual nor do they seem concerned. Much of this ignorance of and complacency toward the Manual might be attributed to administrators and teachers who have not thoroughly publicized the Manual. In this vein, most of the recommendations pertain to the publicizing of the Manual by administrators to (1) make students aware of the Manual and appeals procedures in their school; and (2) make students aware that the appeals procedure can work for them whatever their personal feelings toward their school's administration.

The recommendations are:

1. One or more staff members, teachers or counselors at each secondary school should be designated as student rights resources; these should be people to whom students could, and would go to to get information regarding their rights and responsibilities.

2. The Manual should be introduced in social studies classes through the use of lesson plans; planning for this incorporation should take place well ahead.

3. To help publicize the Manual, a skit or a film portraying the grievance procedure could be used as an instructional technique.

4. Interested and informed students, under the auspices of the school's student rights resource person, should be available to meet with these social studies classes to help explain the Manual.

5. In addition to receiving a copy of the summary of the Manual, students should be given a copy of the school's appeal procedure and form for filing a grievance.

6. A copy of the full Student Rights and Responsibilities Manual with the changes cited in an addendum should be available in the library of each secondary school.

7. On each school's student bulletin board should be posted the Manual summary; a form for filing a grievance appeals procedure; and information as to where to obtain additional copies of each.

8. To clarify the reasons for suspensions, the appropriate State Education Code sections should be cited and copies included with the information available on the Manual.

Counseling has been used in schools in lieu of suspensions and other disciplinary action. Such use should be expanded in every school.

*****Commissioner Giles suggested that a formal letter of commendation be sent to Ms. Reznek by the HRC in recognition of her intern project work on the Student Rights and Responsibilities Manual survey.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Report postponed until the March 28 HRC meeting.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- Assembly Bill 1202 (Warren, et. al.) and Senate Bill 1288 (Deukmejian) concerning landlord-tenant relations.

In advance of this meeting, Commissioners were sent summaries of the provisions of each of these State bills. Also read were draft resolutions on supporting AB 1202, and on opposing SB 1288. Action on these recommended resolutions was postponed to the March 28 HRC meeting.

- Request for Supplemental Budget for Additional Responsibility If City Ordinance Banning Rental Discrimination Against Families with Children is Passed.

Commissioner Heilbron said that if this Ordinance is passed by the Board of Supervisors, a request for funding for the additional staff which the HRC will require will be prepared and submitted. Also included under new responsibilities the HRC may have will be enforcement of the open housing provisions of the Rehabilitation Assistance Program, already adopted by the Board of Supervisors. The budget request would cover the RAP duties as well.

- Request for City Planning Commission to Include Ethnic Data in Housing Studies.

It is the feeling of the Committee that if ethnic data are obtained by the Planning Commission, it would meet most of the objectives of the proposed Apartment House Information Ordinance.

In response to an inquiry from Commissioner Fine, Commissioner Heilbron said that if the City Planning Commission agrees to take on the job of compiling ethnic residency information in City apartment houses, the HRC Housing and Urban Development Committee will recommend that it withdraw its proposed Apartment House Information Ordinance.

*****Action on all of these issues was deferred until the March 28 HRC meeting.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Report on Meeting with Immigration Service Re: Filipino Veterans' Deportation Hearing.

Commissioner Wong joined Ed Ilumin, HRC Community Liaison Worker, representatives of the Filipino-American community, and of the Filipino-American veterans in a meeting March 13 with Richard Williams, Regional Director of the Immigration and Naturalization Service in San Francisco, and his Deputy Director, Emil Pullin, as a follow-up to the HRC's concerns for the threatened deportation of 76 non-naturalized Bay Area residents who are veterans of service with the Armed Forces of the United States in World War II. The HRC previously has endorsed HR 11963, a bill before the House of Representatives' Judiciary Committee that would grant naturalization rights to these men and their families.

Mr. Williams said that he would consider the letter from the national INS Commissioner Greene (read under the Communications section of these Minutes) in his decision on these 76 cases, which will be considered individually on the merits of each. He further stated, said Commissioner Wong, that those men who have been U.S. residents for more than seven years could most likely be considered eligible to apply for permanent residence.

Further, it was the understanding at this meeting that there will be no immediate deportations of the men whose cases are under consideration.

- The HRC's Recommendations on Energy Crisis Aspects Affecting Minority and

more

Low-Income Communities, adopted February 6, 1974, was forwarded to, among many others, the Commissioner of the California State Department of Insurance. One of the recommendations was that the State Insurance Department study a rollback in automobile insurance rates in view of new curbs on highways speeds and the predicted significant drop in accident rates. The HRC received a copy of a formal Statement of California Insurance Commissioner Gleeson L. Payne entitled "The Energy Crisis and Automobile Insurance Rates." Mr. Casford briefly outlined the highlights of this statement, which said that it was presently impossible to make a clear prediction as to whether the energy crisis will result in reductions in automobile accident losses; that there is little likelihood the energy crisis will bring windfall profits to automobile insurance companies; and that some companies were adopting changes in rates for commuting motorists or those in car pools, for compact car discounts, etc. The Commissioner said he does not have the power to order a general reduction in insurance rates.

*****Director Becker noted that it was Commissioner Wong's personal involvement in the Filipino-American veterans issue with the Immigration and Naturalization Service that made a difference in how HRC concerns could get a hearing. Commissioner Kingsley echoed the observation about the importance of HRC's ability to have one-to-one relationships on social issues.

- Vice Chairperson Medearis commented that in his work in the minority communities in the fields of affirmative action in employment he has found a high opinion of the work of the HRC.

POLICE LIAISON
Earl Raab, Chairperson

- Report postponed to the March 28 HRC meeting.

DIRECTOR'S REMARKS

- During the City employees' strike, the staff has been reduced considerably, but the office was not picketed. Because of the fewer staff people present who normally handle many complaint phone calls, Mr. Becker said, he has become more aware of the growing number of complaints about rent increases. The HRC can only advise people that they need legal assistance (if they are resisting eviction, for example). But the callers in the past week have evidenced real hardship because of rapidly escalating rents. One woman's rent rose from $90 to $155 from 1969 to 1974.

- "What Is the HRC," a one-page leaflet prepared for the Chinatown observance recently of International Women's Day, was sent to the Commissioners and they were asked for their suggestions and reactions.

NEW MATTERS

- Vice Chairperson Medearis said someone in the media asked if he believed that the Patricia Hearst kidnapping case had in any way caused racial tensions between Blacks and Whites. He said his opinion is that it is more a class difference, and that there were different viewpoints between classes of the Black population.

CALENDAR MATTERS

- The next meeting of the HRC will be March 28, 1974, 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, March 21, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, March 20, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
	Wednesday, April 3, 1974 3:30 p.m. Grace Cathedral 1051 Taylor Street

more

Housing and Urban Development	No Meeting Scheduled
Social Programs	Tuesday, April 2, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Monday, March 18, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	Tuesday, March 26, 1974 9:30 a.m. HRC Offices, Room 509 1095 Market Street

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
3/19/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of March 28, 1974

* * * * * * * * * * * * * * * * * * *
* NEXT MEETING: April 11, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * *

DOCUMENTS
APR 11 1974
SAN FRANCISCO PUBLIC LIBRARY

NOTE: See Under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Eduardo Sandoval, Louis S. Simon, Harvey Wong

Excused: Louis Heilbron, Curtis McClain

Staff

Present: William Becker, Frank Anderson, Jack Casford, Stanley Lim, Jesse Martinez, Wayne Redus, Gail Roberts, Phil Waldman, Edith Witt, Dorothy Yee

Pledge of Allegiance

Minutes of March 14, 1974 approved.

- Commissioner Kingsley elected temporary presiding chairperson.

COMMUNICATIONS

- From James E. Kiley, Chief, Public Services Division, Visa Office, U.S. Department of State, responding to the HRC's letter stating its endorsement of H.R. 11963, regarding naturalization rights to be granted Filipino-American veterans of the U.S. Armed Forces in the Phillipines in World War II. Mr. Kiley stated that the Department of State was preparing its comments on this legislation for the House Judiciary Committee, but he did not state what the Department's position was.

- From U.S. Senator John V. Tunney, stating that he has been in touch with the U.S. Civil Service Commission to endorse the Federal Talent Bank funding (a program the HRC has sponsored).

- From Louis W. Jones, Executive Director, Intergroup Relations Association of Northern California, a letter responding to the letter the HRC sent him on receiving his original statement of his viewpoints on the right of Nazis (in this case a local group called the National Social White Peoples' Party) to attend and speak at school board meetings. Mr. Jones' letters were read, at his request, in full to the HRC, which itself had issued a public statement January 10, 1974.

COMMITTEES

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Recommendations Arising from Lau v. Nichols Decision (U.S. Supreme Court Ruling on Bilingual Education in San Francisco Public Schools).

Following a reading in full of a proposed statement, provided in advance to the Commissioners, regarding HRC's position on bilingual education implementation as a result of this legislation,

more

It was

*****m/s/c that the HRC adopt it. The statement:

The Human Rights Commission supports the establishment of a citizens' Task Force by the San Francisco Board of Education, the function of which would be to assist the Board to develop a City-wide comprehensive plan for English as a Second Language/bilingual education for the purposes of (a) complying with the order of the U.S. Supreme Court; (b) submitting it to the U.S. District Court for approval; and (c) meeting the educational needs of limited English-speaking students not otherwise covered by the order.

The Human Rights Commission further recommends:

(1) that adequate staff and resources be provided from available local, State, and Federal sources; and (2) that any plan adopted by the Board of Education have significant input from this Task Force.

- Commissioner Fine noted that announcement of terms of a teachers' strike settlement included the establishment of a citizens' advisory group on bilingual education.

- At this point, Chairperson Bartlett arrived and took the gavel.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Report on Affirmative Action with City Suppliers - Ed Vurek, HRC Contract Compliance Officer.

The suppliers in this report were evaluated primarily on recruitment and hiring practices and policies, which are basic. These businesses include milk production and distribution, food services and supplies, paper products, printing services and supplies, automotive services and supplies, tow-car services, petroleum products, building maintenance, drug and medical supplies, office machine supplies and service, transportation services, graphic arts, and miscellaneous services and supplies.

I. Twenty-eight suppliers were determined to have hiring and recruitment practices that ineffectively utilized minorities, and were required to establish affirmative action programs covering three specific areas:

1) Recruitment and hiring - Specific minority referral agencies were designated for use. All tests, except skill tests, were barred unless validated.

2) Affirmative Action File - A separate application file for minority applicants for easy reference on job openings.

3) Reporting - Periodic reports to Human Rights Commission on recruitment and hiring activities.

GRAPH I

	TOTAL EMPLOYEES	BLACK	SPANISH ORIGIN	ASIAN	NATIVE AMERICAN	OTHER NON WHITE	WOMEN
Prior to Program	2972	116(3.9)	128(4.3)	92(3.1)	15(0.5)	39(1.3)	*
At Present	2536	132(5.2)	155(6.1)	119(4.7)	16(0.6)	68(2.7)	879(36.1)
As Above Clerical #							
Prior to Program	893	11(1.2)	15(1.7)	18(2.1)	1(0.1)	8(0.9)	*
At Present	761	14(1.9)	16(2.0)	19(2.5)	2(0.3)	11(1.5)	60(7.9)

GRAPH I CONT'D

	TOTAL EMPLOYEES	BLACK	SPANISH ORIGIN	ASIAN	NATIVE AMERICAN	OTHER NON WHITE	WOMEN
Hiring							
12 months prior program	741	22(3.0)	40(5.3)	33(4.5)	5(0.7)	19(2.5)	*
Last 12 months	609	46(7.6)	50(8.2)	49(8.1)	6(1.0)	33(5.4)	275(45.2)

Total Workforce	Total Minority Workforce
- Prior to Program	390 (13.1%)
- At Present	490 (19.3%)
Above Clerical	
- Prior to Program	53 (6.0%)
- At Present	62 (8.2%)
Hiring	
- 12 Months Prior to Program	119 (16.0)
- Last 12 Months	184 (30.3%)

* separate stats on women were not requested at this time.

above clerical includes (1) officials and managers, (2) professionals, (3) technicians and (4) sales workers.

As indicated, the increase in minority employment is tempered by the overall decrease in total employment. This is indicative of the loss of manufacturing jobs in San Francisco. Another factor is the high degree of unionization of the employment opportunities in these companies. The collective bargaining agreements usually require re-hiring rights of union members laid off in manufacturing cutbacks, or because of automation. This decreases the number of jobs fille from outside. Nevertheless, minority employment increased from 13.1% to 19.3% in these companies. It is obvious that more improvement is necessary. The recruitment and hiring practices of these companies will continue to be monitored. Additional measures to be implemented will include:

1) Establishment of hiring goals. As available jobs decrease, specific goals are necessary to continue improvement.

2) Use of the Human Rights Commission Recruitment Unit as a primary source of referral. The Unit has already been in contact with several suppliers to establish this relationship.

3) The breaking down of barriers to women in obtaining a greater range of employment. As noted in the statistics women were not included separately when sex was not included in the Nondiscrimination Ordinance. The Human Rights Commission Recruitment Unit will refer women to these suppliers.

(4) Upgrading and promotion will be emphasized for minorities and women. As noted, both groups are present in much larger numbers and percentages in the total workforce than in jobs above the clerical level.

II. Thirty-two suppliers were determined to have recruitment and hiring practices or affirmative action programs which effectively utilized minorities and women. These companies hire at increasing rates each year. As City contractors they submit periodic reports to the Human Rights Commission covering employment activities. At present, the workforce figures are:

GRAPH II

TOTAL EMPLOYEES	WHITE	BLACK	SPANISH ORIGIN	ASIAN	NATIVE AMERICAN INDIAN	OTHER NON WHITE	WOMEN
5225	3772 (72.2)	507 (9.7)	434 (8.3)	350 (6.7)	42 (0.8)	120 (2.3)	2184 (41.8)
TOTAL EMPLOYEES ABOVE CLERICAL*							
2346	2142 (91.3)	52 (2.2)	46 (2.0)	73 (3.1)	7 (0.3)	26 (1.1)	260 (11.1)

Total Minority Workforce

1,453 (27.8%)

Total Minorities, above clerical

204 (8.7%)

*above clerical includes officials and managers, professionals, technicians and salesworkers.

As the statistics indicate, these companies do not effectively utilize minorities and women at "above clerical" levels. Therefore, emphasis will be placed on promotion and upgrading from within. Although hiring and recruitment won't be ignored, the suppliers will be required to submit or establish programs that have effectiveness in promoting the minorities and women they have hired. Written policy will establish:

1) Dissemination of upgrading information to all employees in understandable terms.

2) Salary information on all job levels disseminated to all employees.

3) Inservice training and outside training information to all employees; and procedures to compensate employees taking upgrading courses (this could be time off to attend, or paying for training).

4) Stated goals for upgrading of minorities and women based on analysis of projected job openings.

One of the most glaring statistics is the low percentage of women (11.1) that hold jobs above the clerical levels in comparison to their percentage in the total workforce (41.8). The need for affirmative action in promotion and upgrading is also amply demonstrated when minorities are 8.7% above clerical, and 27.8% in the total workforce. Affirmative action efforts based primarily on promotion and upgrading are proceeding at present, and will be reported on in August.

Mr. Vurek said that one of the most frequent complaints from women's organizations to the HRC is of unequal pay with men for identical work or job titles.

In the discussion that ensued, Mr. Vurek reported that the companies he monitors will henceforth be asked for male-female breakdowns of minority workforce figures, and that the Asian category has been expanded to list separately Chinese, Japanese, and Filipino.

- Recommendation for Endorsement of Assembly Bill 2022 (Thurman) - (providing that job applicants for State and municipality civil service positions may be asked to voluntarily declare their ethnic identification, for purposes of research and statistics only. Commissioners were provided in advance copies in full of the Legislative Counsel's Digest on AB 2022, as amended).

This bill has been endorsed by the Employment Committee. The bill specifically states "...it shall be unlawful to use this information to discriminate

against a prospective or incumbent employee."

With an amendment to the endorsement suggested by Commissioner Raab, it was

*****m/s/c that the HRC endorse Assembly Bill 2022, supporting it in principle for the purposes of research and statistics only, and calling to the attention of State legislators the need to provide sufficient funds to permit the Fair Employment Practice Commission to increase staff to properly monitor the legislation as provided.

*****Commissioner Simon recommended that a representative of the HRC attend hearings of the Senate committee now considering this measure. This measure has the endorsement of the Employment Committee.

- Recommendation for Endorsement of Assembly Bill 2644 (Greene), which would prohibit private and public employers from requiring on an initial employment application form that a record of arrests be listed. No employer, private or public, would be permitted to require a record of arrests, with the exception of some approved public bodies.

*****m/s/c that the HRC endorse Assembly Bill 2644, with the proviso that nothing in the endorsement should leave the impression that the HRC does not question the right of public agencies also to ask for arrest records.

- Recommendation for Endorsement of Senate Bill (U.S.) 2022, regarding flexible hours employment and benefit rights of persons working part-time.

This bill would provide that Federal government executive agencies over a designated period of time provide a percentage of positions at all levels be available on a flexible hours employment basis.

It was

*****m/s/c that the HRC endorse Senate Bill 2022.

- Statement on FEPC Proposed Guidelines on Sex Discrimination.

This discussion was postponed to the next HRC meeting. A statement for consideration by Commissioners will be mailed in advance of the regular April 11 HRC meeting.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson
(Presentation by Commissioner Kingsley
in absence of Commissioner Heilbron)

- Statement on the Failure of the Board of Supervisors to Prohibit Housing Discrimination Against Families with Children.

This statement, provided in advance to Commissioners, was read in full by Commissioner Kingsley. It represents reaction to the defeat by the Board of Supervisors on March 18 of an ordinance, introduced by Supervisor Quentin Kopp, to prohibit discrimination against children.

It was

*****m/s/c to adopt the Statement as follows:

The Human Rights Commission is shocked at the defeat by the Board of Supervisors on March 18 of the ordinance to prohibit discrimination against families with children in rental housing in San Francisco.

We are shocked because we have heard Supervisors speak over and over again of the overriding need to keep families in San Francisco.

We are shocked because the Supervisors have declared, in the Resolution establishing the Fair Housing Planning Committee, that "the City and County of San Francisco has an obligation to develop methods for providing equal access

to housing for all its residents in all areas of the city and to analyze and correct policies which result in segregated residential patterns."

We are shocked because the Supervisors require City employees, even with children, to live in the City.

But when the Board of Supervisors was presented with the opportunity to take one specific step in the direction of carrying out these policies, only three Supervisors voted Yes.

We thank Supervisor Kopp, who introduced the ordinance; Supervisor Mendelsohn, who co-sponsored it; and Supervisor Pelosi, Chairman of the Planning, Housing, and Development Committee, which recommended a Do Pass vote.

We commend the long list of parents and community, neighborhood, civic, labor, religious, and child-serving organizations who wrote letters and who testified to the critical nature of the problem at three Committee hearings since last November.

The problem remains. The problem of a decent place for families with children to live in San Francisco has not gone away because eight Supervisors voted No.

We believe the parents and organizations that supported this ordinance will continue to seek a solution. The Human Rights Commission urges the Board of Supervisors to reconsider this measure.

- The HRC was addressed by David Herndon, President of the Association for the Protection of Tenants, Inc., a nonprofit, educational organization based in the Bay Area. Mr. Herndon said his association was attempting to document actual cases of housing discrimination against children in the Bay Area and has a "hotline" telephone number for reporting such cases: 788-KIDS.

Commissioner Fine asked what reasons were given by Supervisors for voting against the proposed ordinance. Edith Witt of the HRC staff reported that the major reasons cited by Supervisor Feinstein and reported in the press were: the rights of certain people(single, the elderly, etc.) to choose their own lifestyle (i.e. preference not to live near children); inappropriateness of children living in high-rise apartments, where there was lack of adequate play space; and presence of hazards such as plateglass windows, elevators, and toys left in halls. Miss Witt also reported that before its defeat an amendment, introduced by Supervisor Molinari, was passed, which would have excluded owner occupied 2 and 3-flat buildings. She also reported that there appeared to be considerable confusion among the Supervisors as to how the ordinance would be enforced.

- Recommendation for Endorsement of Assembly Bill 1202. (Action postponed at March 14 HRC meeting because of lack of a quorum, for this bill and Senate Bill 1288 below).

This is a comprehensive statute redefining landlord and tenant relationships. The Committee feels that AB 1202 in the State Legislature offers the most promising basis for establishing a fair balance of tenants' and landlords' rights. It sets forth respective responsibilities for the care of the premises and seeks to prevent retaliation against tenants in the event they seek to protect their rights to safety and health conditions.

It was

*****m/s/c that the HRC endorse Assembly Bill 1202.

- Recommendation for Opposition to State Senate Bill 1288.

The Housing Committee feels that SB 1288 significantly reduces the landlord's obligations and could work to the disadvantage of tenants. For example, it would authorize nonrefundable deposits.

It was

*****m/s/c that the HRC oppose Senate Bill 1288, on the ground that it does not provide for a fair balance of remedies between landlord and tenant.

- Request to City Planning Commission to Include Ethnic Data in Housing Studies.

The City Planning Commission publishes periodic housing studies, such as Census analyses, the annual Housing Inventory, the Rental Housing Vacancy Survey, and the planned survey on housing conditions. These studies monitor the housing situation in the City and the neighborhoods. They furnish some basic information to the City Planning Department and Commission and to other City agencies, including the Human Rights Commission, upon which to plan and act.

The City has no continuing data on changes in residential racial and ethnic patterns and conditions, correlated with other residential factors, which can be monitored, and can serve as information for plans and actions.

The advancement of open housing and the preservation and improvement of the diversity of San Francisco's neighborhoods is included in the policy of San Francisco's Master Plan, as adopted by the City Planning Commission in the Improvement Plan for Residence.

It was

*****m/s/c that the Human Rights Commission. requests the City Planning Commission to include and correlate racial and ethnic data in its housing and residential studies and reports.

NATIVE AMERICAN ADVISORY
Earl Livermore, Chairperson

- Recommendation for Support of Resolution to Create Three-Year Study Period to Determine Future of Alcatraz Island and Oppose Its Commercialzation.

Commissioner Livermore read the proposed Statement of Support.

The State and National Affairs Committee of the Board of Supervisors is urging the U.S. Department of the Interior and the Golden Gate National Recreation Area to provide opportunities for public examination of Alcatraz Island and to hold public meetings to discuss the future of the island. The Committee is expressing opposition to commercialization of the island and supports open space and recreational use of Alcatraz.

It was

*****m/s/c that the HRC support Supervisors Feinstein and Mendelsohn's Resolution to create a three-year study period to determine what the public wants and expresses opposition to the commercialization of Alcatraz Island. The HRC further asks that some public hearings be conducted concurrently with the study.

POLICE LIAISON
Earl Raab, Chairperson

- Committee Report

Captain Hugh Elbert, head of the Police Department's Internal Affairs Bureau, met recently with the Committee, primarily to discuss police procedure in handling citizen complaints. Two administrative changes have been made recently:

1. Persons who file complaints about police procedures are assigned a contact person in the department through whom they can learn the progress and disposition of the case.

2. The complaint procedure emphasis, i.e. where it is handled, has been shifted more to central headquarters from the local precincts. A proposal has been submitted for Federal funds to increase personnel at the Internal Affairs Bureau so that all complaints could be handled there.

- A group of Mission District people met recently with the Committee to ask its assistance regarding a specific issue/complaint it is pursuing. A meeting was set up on this complaint with Captain Elbert.

- A group of street youth, many of them foreign-born, from Chinatown, came to the Committee with concern that they are not being served by normal social agencies in San Francisco. The group asked Committee help in its efforts to set up an organization to address its specific concerns. The HRC is trying to bring some community leaders in as a bridge to other community resources.

DIRECTOR'S REMARKS

- Emergency Employment Act Funding.

The HRC has about twenty staff members who are funded through the Federal EEA. Currently major problems are posed by the new Federal law on this program.

The maximum annual salary level for EEA workers has been reduced to $10,000 from $12,000. Four EEA-funded HRC staff members make $12,000 plus. This would mean that either the City will have to "pick up" the balance above the $10,000 maximum or the staff would have to accept pay reductions.

There is reason to believe, Mr. Becker said, that the Mayor's Office will approve extension of the EEA job slots at HRC.

It is rumored that the City's allocation of EEA money will be cut to about 55 per cent of the funds received two years ago. This is alleged to be due in part to the fact that other areas in the U.S. have had large jumps in unemployment and so became eligible. But, San Francisco has been running consistently much higher (8 to 8½ per cent as opposed to 5 to 5½ per cent) than national unemployment rates.

Mr. Becker noted that EEA originally provided only 150,000 jobs nationally, 3/100th of 1 per cent of the total number of unemployment in the Nation.

It has, he said, been one of the more successful of all Federal job programs, providing real jobs at needed work and leading to permanent jobs for many people.

*****Chairperson Bartlett referred the issue of the crisis in EEA jobs to the Executive Committee and asked Vice-Chairperson Medearis to convene and bring a position statement to the HRC.

NEW MATTERS

Jack Casford reminded members of the HRC of a public meeting called by the Council for Civic Unity in cooperation with the Bay Area Chapter of the National Council for a Responsible Firearms Policy, Tuesday, April 9, 1974, 8:00 P.M. to hear a Massachusetts law enforcement officer regarding the campaign for handgun controls.

*****Chairperson Bartlett asked Commissioners Wong and Raab to send representatives to this meeting from their Committees.

CALENDAR MATTERS

The next meeting of the HRC will be April 11, 1974, 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, April 18, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, April 3, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street

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Youth and Education (Continued)	Wednesday, April 17, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing & Urban Development	Tuesday, April 2, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, April 2, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Wednesday, April 3, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	Thursday, April 18, 1974 10:00 a.m. American Indian Center 255 Valencia Street

NO REMARKS FROM THE AUDIENCE

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
4/3/74

1/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of April 11, 1974

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*  NEXT MEETING:  April 25, 1974     *
*                 Thursday           *
*  Commission Room, Third Floor      *
*  Main Library, Civic Center        *
*            9:30 A.M.               *
*                                    *
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NOTE: See Under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Earl Raab, Eduardo Sandoval, Louis S. Simon, Harvey Wong

Excused: Rabbi Alvin I. Fine, Joseph Garcia, Curtis McClain

Staff

Present: William Becker, Frank Anderson, Carlos Carillo, Jack Casford, Melanie Jenkins, Lily Lee, Wayne Redus, Ed Vurek, Dorothy Yee

Pledge of Allegiance

Minutes of February 28, 1974, approved.

COMMUNICATIONS

- From Lane E. DeLara, Associate Superintendent, Operations and Instruction, San Francisco Unified School District, thanking the HRC for its "Report on Counseling in the Public Schools" and stating its recommendations have been discussed with a Board of Education member and School District counseling staff.

- From Assemblyman John Francis Foran, a copy of his letter to Assemblyman Alan Sieroty, in favor of Senate Bill 1552 by Senator Marks. The bill protects the confidentiality of patient medical records in the Methadone Treatment Program.

- From State Senator Robert S. Stevens, acknowledging the HRC's notice of its endorsement of Assembly Bill 1202 (landlord-tenant relations).

COMMITTEES

Social Programs Committee
Harvey Wong, Chairperson

- Proposed Adoption of Recommendations Addressing Unemployment in San Francisco.

Copies of this statement, with its five recommendations, plus an attached table showing unemployment figures for the nation, the State, the region, and the City, were sent in advance to Commissioners for their study. Commissioner Wong reviewed the statement briefly and re-stated the recommendations.

Director Becker pointed out that the statement grew out of recent changes in California, whereby State unemployment figures are computed following more inclusive Federal guidelines, thereby producing higher rates than by the old methods. The Social Programs Committee draft statement then linked this to the unemployment increase due to the energy crisis in addressing joblessness in the City and calling for governmental action to combat it.

It was

***m/s/c that the HRC adopt the Recommendations Addressing Unemployment in San Francisco. A copy in full of the statement and recommendations, plus the unemployment rate tables, is attached to these Minutes.

- Proposed Endorsement of Request that Pacific Telephone provide bilingual service for the Spanish-speaking and other non-English speaking communities - Mario Evangelista

Mr. Evangelista and his colleague, Juan Gonzalez, who was present, have spearheaded efforts over the past two years to obtain a commitment from Pacific Telephone to provide bilingual service, especially for emergency situations, for the Spanish-speaking community in the City. Efforts to obtain bilingual service by the Spanish-speaking community, Mr. Evangelista said, have been made since 1969, and he claimed that Pacific Telephone has "evaded" the issue.

It was

***m/s/c that the HRC endorse in principle the request that the Pacific Telephone and Telegraph Company immediately hire Spanish-speaking, bilingual telephone operators and supervisors of Spanish origin, in order to provide quality service to San Francisco's 100,000-plus Spanish-origin residents (more than 30,000 of whom are unable to communicate in English, especially in emergencies) on a 24-hour, seven-day-a-week basis for emergency call situations.

The HRC's endorsement of this request includes its recognition of the fact that San Francisco is comprised also of other communities (Chinese, Japanese, Korean, etc) where English is not spoken, and whose residents also need bilingual telephone service, especially for emergencies.

Mr. Evangelista reported that his survey showed that in the telephone inquiries he and Mr. Gonzalez conducted in Spanish, a simple request for telephone number information required six or seven times as long to get help.

Commissioner Wong pointed out that there is an emergency service telephone number with a public agency in Chinatown providing help in Chinese.

***** Commissioner Heilbron asked that the Youth and Education Committee consider the question of the School District, either for youth or through adult education, meeting the problem of language deficiency in English for the Spanish-speaking. Commissioner Giles commented that it was on the adult level that there should be concern as to how much adults, parents, and immigrants are made aware of resources for English language instruction

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Request for Endorsement of Mission Rebels In Action, Inc., Health and Nutrition (Breakfast) Program - Stan Whitehead, Project Director; Kenny Marcellous, Mission Rebels Assistant Director.

Mr. Whitehead briefly reviewed the free breakfast program efforts nationally, which began in 1966. He said that in San Francisco, some 100,000 private and public school children begin their day with "only marginal hope" that they will be eating properly. There is presently no comprehensive program in San Francisco, which is the largest city in the U.S. without one. He stated that performance, interest, and social behavior of children in the classroom is demonstrably improved and enhanced when they have a nutritional breakfast.

The Mission Rebels have converted a warehouse at 16th and Harrison Streets in the City into a centralized kitchen. The breakfast program to be conducted from this site will provide free and/or reduced-price breakfasts to all pupils enrolled in 14 San Francisco public elementary schools in the greater Mission District. The program will operate throughout the 1974-75 school year and may begin in May, 1974. From this centrally-located kitchen, the program eventually will provide 3,000 to 5,000 hot, nutritious breakfasts each school day. The participating public schools are as follows: Alvarado; Bryant; Daniel Webster;

Douglas; Edison; Monroe; Fremont; Hawthorne; Kate Kennedy; LeConte; Marshall; McKinley; Patrick Henry, and Sanchez. Their total enrollment is approximately 8,000. The central kitchen facility can serve more than 5,000 meals per day when it is fully operational; the service can be expanded beyond the 14 designated schools during the 1974-75 academic year.

The U.S. Public Health Service of the U.S. Department of Health, Education, and Welfare sponsors this program. Revenue-sharing funds provided $70,000 for kitchen equipment. The program receives surplus food from the U.S. Department of Agriculture. An advisory council to monitor the program at each school consists of parents, staff, and administrators as well as professionals in nutrition and health. The City Department of Public Health is sponsor for the program.

- Request for Endorsement of Free Breakfasts for School Children: Ed Polk, Youth Law Center attorney, and Director, Nutrition Committee, Children's Rights Group

Mr. Polk represents a group of individuals and organizations who share the concerns for the health and nutrition of school children that the Mission Rebels are attempting to meet in part. He said that his group hopes that the San Francisco Unified School District will, by September, 1974, move to provide a nutritional breakfast for each school child in the public schools and a free breakfast if the child's family cannot provide him one. Mr. Polk said his group has found "overwhelming" acceptance of the breakfast program concept from persons and organizations it has approached in the City, including some members of the Board of Education and the SFUSD administrative staff.

There was prolonged discussion about the relationship of HRC endorsement of the Mission Rebels program, and an endorsement of an expanded, full-scale breakfast program conducted by the San Francisco Unified School District.

It was

***m/s/c that the HRC endorse the Mission Rebels' Breakfast Program, and, separately, to adopt a Resolution in Support of the School Breakfast Program, a copy of which is attached to these Minutes.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Fair Employment Practice Commission Guidelines on Sex Discrimination- Wayne Redus

Mr. Redus referred to a lengthy working draft of a proposed HRC statement in response to the proposed State Fair Employment Practice Commission Guidelines on Sex Discrimination. This draft and a copy of the FEPC guidelines had been sent in advance for study by the members of the HRC. The FEPC document has eight major sections. The HRC response, jointly considered by the HRC, staff, and the Employment Committee, and commented on in the working draft, covered Sections II through VII (Bona Fide Occupational Qualification, Pre-Employment Practices and Policies, Maternity Leave/Related Policies, Conditions and Policies of Employment, Employment Agencies, and Fringe Benefits.

The HRC, Mr. Redus reported, has been encouraged, along with other community agencies, to respond to the proposed FEPC guidelines, The HRC, of course, is given the responsibility by the San Francisco Administrative Code of enforcing the City's Nondiscrimination Ordinance. This Ordinance prohibits employment discrimination on the basis of race, religion, national origin, sex, and sexual orientation. The HRC found that the guidelines, in general, are a substantial step in the direction of giving a set of sex discrimination guidelines that will enable both California's employers and its State and local enforcement agencies to interpret the existing statutes in a way that will further the work of reaching true equal employment opportunity for California's citizens. Therefore, its comments were not relative to the proposed guidelines in principle, but more specifically addressed to certain elements within the total structure.

It was

***m/s/c that the HRC adopt the Statement in Response to the Proposed FEPC Guidelines on Sex Discrimination.

** Chairperson Bartlett will present this HRC position statement at a public hearing of the FEPC on this issue scheduled for April 17th.

- Re-eligibility of Gilmore Envelope Co - Ed Vurek

Mr. Vurek reported that this firm recently had been deemed in compliance with the City's Nondiscrimination Ordinance and eligible again to bid for City contract business.

Approximately two years ago, the firm, then a longtime City supplier, had been declaring ineligible to bid for City business on the basis of its having for a long time resisted HRC requests for information on its employment pattern and hiring system as required by law.

Mr. Vurek reported that in recent months he has been contacted by representatives for Gilmore Envelope seeking guidance on how to re-acquire eligibility status.

Mr. Vurek met several times with them, and they supplied him with the needed information. They also developed what he called one of the most comprehensive affirmative action programs he had received from any company, including a good workforce analysis, establishment of priorities, goals and timetables to correct difficiencies, a list of referral sources (to which Mr. Vurek asked the HRC Recruitment Unit be added), and a good reporting system.

***** Chairperson Bartlett was asked to write a personal letter to Gilmore Envelope Company informing them of this report and of the commendation of the Commissioners for their efforts.

POLICE LIAISON
Earl Raab, Chairperson

- Request for Support of Proposal that Off-Duty Police Officers Have the Option Not to Carry Guns

Because off-duty police officers now are required to be armed, they have often been helpful to victims of crime. There also have been, however, situations that have been dangerous to the citizens and embarrassing to the Police Department because off-duty officers did carry weapons. The Committee feels that it would be good to leave the decision on whether or not to carry his gun when not on duty up to the individual officer's discretion.

It was

***m/s/c that the HRC support Chief Donald Scott's recommendation that off-duty police officers be given the option not to carry their guns.

NATIVE AMERICAN ADVISORY
Earl Livermore, Chairperson

- Contract Between U.S. Public Health Service and Urban Indian Health Center

The Urban Indian Health Center has signed a contract that will enable patients referred from the Center to receive in-service treatment at the U.S. Public Health Service Hospital facilities in San Francisco.

It was

***m/s/c that the HRC write a letter of thanks to the U.S. Public Health Service.

- Resolution of the Urban Indian Program and Communities of San Francisco and California.

Commissioner Livermore introduced Tom Phillips, of Federal Region IX, American Indian Council, and chairman of the American Indian Center of San Francisco.

Mr. Phillips discussed the objections of the Urban Indian community and programs of San Francisco and the Bay Area to proposed decentralization of Federal funds from the Office of Native American Programs / Department of Health, Education, and Welfare. The concerns include belief that this action will bring about division among Urban Indian groups, will result in conflict within the Indian community of San Francisco, and a wish to make certain of Indian input in the

implementation of the Office of Native American Programs/HEW.

It was

***m/s/c that the HRC endorse the position of the Urban Indian Community in opposing the Federal plan for decentralization at this time of funding and administration of programs under the Native American Programs/HEW (U.S. Department of Health, Education, and Welfare).

- Resolution of Supervisor Peter Tamaras Regarding Use of Alcatraz Island

The Committee, Commissioner Livermore announced, has changed its support to this new resolution. The HRC previously endorsed (March 28, 1974), a resolution calling for a three-year study of uses for the island. This latter measure was introduced by Supervisors Dianne Feinstein and Robert Mendelsohn.

DIRECTOR'S REMARKS

- It was noted that the State Division of Industrial Welfare had been reported in the newspapers as bringing formal complaints for failure to comply with wage and hour regulations against 19 garment shop owners in Chinatown. Director Becker recalled the appearance before the HRC in the past of the Division's director, Evelyn Whitlow.

***** Mr. Becker stated that he would, with HRC approval, write Ms. Whitlow a letter of commendation for the perserverance of her office. The HRC brought the matter of reported noncompliance of certain Chinatown garment shop owners to public attention through work of its staff and a public discussion in recent years.

- In connection with the FEPC guidelines on Sex Discrimination Against Women, Mr. Becker noted that recent statistics showed that nationally thirteen million families are headed by working women; that these families have ten million children under the age of eighteen; that the average annual income of these one-parent families is approximately $4,500, compared with the average annual income of more than $10,000 with two-parent families.

- The Director read a letter sent recently by Mayor Alioto to Robert J. Costello, President of the City Civil Service Commission. The Mayor asked that pregnancy leave be established for City women employees; that the CSC change rules to grant for paid leave of absence due to pregnancy; review job titles and categories with a view to ending separate male/female job titles or eligible lists; and study a more flexible hour approach to some jobs so that mothers can schedule work time in order to meet the needs of their children.

NO NEW MATTERS

CALENDAR MATTERS

The next meeting of the HRC will be April 25, 1974, at 9:30 a.m. in the Third Floor Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, April 18, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, April 17, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
	Wednesday, May 1, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street

Housing and Urban Development	Tuesday, April 16, 1974 12:30 p.m. HRC offices, Room 509 1095 Market Street
Social Programs	Tuesday, April 16, 1974 10:30 a.m. HRC offices, Room 509 1095 Market Street
Police Liaison	Wednesday, April 17, 1974 4:00 p.m. 583 Market St., Room 500
Native American Advisory	Thursday, April 18, 1974 10:00 a.m. 225 Valencia Street American Indian Center

NO REMARKS FROM THE AUDIENCE

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:pa
4/15/74

HUMAN RIGHTS COMMISSION

RECOMMENDATIONS ADDRESSING UNEMPLOYMENT IN SAN FRANCISCO

An Assessment of What New Statistics Mean, In Terms of a Measurement of the Real Gravity in Minority and Low-Income Communities, and the Inadequacy of Present Manpower Programs

---

In February it was announced that California's unemployment rate for the first month of 1974 was 7.3 per cent, or 700,000 persons out of work. These figures are about one-third and one-quarter, respectively, above what they would have been under the formula used by State statisticians in the past. Under the old procedures, the unemployment rate would have been 5.5 per cent in January. Thus the State of California is finally using (after resisting since 1967, and now required by the U.S. Dept. of Labor) the Federal employment and unemployment rates----and the result is that the figures are higher than previously reported. Not only does this mean more accuracy, of course, it means that we have better picture of just how serious unemployment is becoming here. A top official in San Francisco manpower planning here recently estimated the City's unemployment was near 8 1/2% currently.

Experts in the Federal government's Bureau of Labor Statistics have long viewed the State's old methods as unrealistic as have many California labor officials, and community organizations, who have felt that the unemployment rates and figures for total unemployed were grossly underestimated.

Two essential changes in the new method are:

1. Persons who hold two jobs will henceforth be counted only once as being employed.

2. Persons who work outside their residence area, e.g., the thousands of commuters who work in San Francisco and live in the suburbs, will be counted as employed where they live only. (In an HRC report in 1971, 40 percent of the City's workforce commuted.) This can mean that the unemployment statistics for San Francisco should increase because of the <u>real</u> factors of unemployment among persons who are <u>residents</u> of San Francisco.

Concerns have been expressed by the representatives of ethnic minority

communities on the HRC's Social Programs Committee (Chinese, Filipino, etc.) that not only are racial breakdowns not provided in present statistics----the U. S. Census of 1970 has only a three-way breakdown: Negro, White, and Other, or occasionally Spanish-American and Other-----but there is great resistance on the part of the State officials to make the local surveys more accurate in this respect. A State official told the HRC Committee that presently there is no legislation proposed to improve the surveying, and "there is not enough pressure in the Legislature to bolster our sampling."

Even the new method of computing unemployment does not reveal its true extent. Still NOT included in surveys, and therefore, NOT counted as unemployed, are:

- persons who have stopped looking for work. This is admitted by a State official as a "Serious deficiency."
- persons who may work only a few hours a day or week
- such isolated ethnic communities as Native Americans on reservations who have not looked for work for a long time
- persons in job training programs who are not yet holding jobs and for whom there may well not be any jobs available.
- unknown numbers of persons, particularly in impacted areas, who are transient and who elude any count.
- those persons who are underemployed in terms of their skills and/or experience.

In view of these factors, it is shocking to hear Arthur Burns, the Chairman of the Federal Reserve Board, concede as he did recently that the nation "will just have to take" a "brief" period of relatively high unemployment and low economic growth in order to combat an inflation of "extraordinary intensity." Mr. Burns was testifying before the Joint Economic Committee of Congress. He was described in news reports as appearing to be in agreement with the President's conclusion that the country's economic slowdown is not a real recession.

The fact is that unemployment has been much greater than government statistics have indicated, and it is against this fact that the actions of Congress and the President myst be measured. When the Public Service Employment Program was enacted two years ago in the Emergency Employment Act it was hailed as a great step forward. San Francisco's Mayor lead the campaign for its enactment. It initiated a new principle, that government should be the "employer of last resort" if necessary. It has been generally hailed as one of the most successful manpower programs to originate out of Washington.

Yet the EEA was a very modest thing, aimed at providing jobs for only 3/100th of 1% of the counted unemployed of America -- 150,000 jobs against about 5 million unemployed.

Now two years later, the amount of money for San Francisco for the next year of public service jobs (April 1, 1974 to March 30, 1975) is so far set at only 55% of the 1972 allocation. We say to Congress and the White House "This is a crime". We repeat the statement made in 1970 by Professor Charles C. Killingsworth:

> "What is emerging now is a young adult unemployment problem for the 1970's. And there seems to be an iron law of the labor market which says that when disadvantage increases, the increase is greatest for those who are already the most disadvantaged."

In view of these facts, and the increasingly urgent nature of the problem of impacted unemployment in San Francisco, we make these recommendations:

1. The Human Rights Commission calls on Congress to greatiy enlarge the appropriation for Public Service Employment, especially the Emergency Employment Act (EEA), to take effect as soon as possible in 1974.

2. The HRC calls on the California State Legislature and the appropriate State agencies to develop and fund a more accurate and detailed survey of unemployment.

3. The HRC calls on Congress to increase the appropriations for manpower training programs, especially in view of the fact that manpower spending by the anti-poverty and Model Cities programs will be cut off and all those programs will soon be referred to the one small manpower so-called revenue-sharing pool.

4. The HRC calls on elected officials and the spokesmen for both major political parties to clearly reject the idea that increases in unemployment are acceptable or even the old theory that some unemployment is good for us. We cannot afford to willingly or deliberately discard human beings.

5. The HRC continues to call to the attention of the Board of Supervisors and major developers the fact that new job sites created in San Francisco, which are so heavily white collar, will be filled by commuters into San Francisco unless some method is created to place San Francisco residents in a respectable proportion of those jobs.

m/s/c to adopt HRC 4/21/74
pa

MOST RECENT UNEMPLOYMENT RATE FIGURES

NATIONAL (Reported in March for February, 1974)

5.2 percent

By race: White: 4.7 percent
Negro & Other races: 9.2 percent

By sex: Male: 4.5 percent
Female: 6.4 percent

By age: Combined male/female
16 to 19: 15.3 percent
20 to 24: 8.6 percent
25 and over: 3.3 percent

CALIFORNIA (Reported in February for January, 1974)

7.3 percent

REGIONAL (Reported for February, 1974)
San Francisco *Oakland Metropolitan Area, from Labor Market Bulletin of State's Employment Development Department.

7.0 percent-seasonally adjusted
8.5 percent-unadjusted

SAN FRANCISCO COUNTY (From 1970 Census Tables, United States Department of Labor Force Status Tables)

6.4 percent Total labor force 16 years old and over
White: 6.1 percent
Black: 10.4 percent
Other Races: 4.9 percent
Spanish-American: 7.5 percent
Total Minority: 7.4 percent

**Note: A local manpower official estimates that San Francisco currently (1974) has an unemployment rate of 8 to 8.5 percent.

Note: Breakdowns for California, Regional, and current for San Francisco sections by race, sex, and age are not available.

JC:pa
3/27/74

RESOLUTION IN SUPPORT OF THE SCHOOL BREAKFAST PROGRAM

WHEREAS, the City of San Francisco has the largest school district in the nation without a federally funded school breakfast program; and

WHEREAS, $18,363,612 appropriated by Congress was unspent last year nationally due to lack of participation in nutrition programs; and

WHEREAS, school breakfast programs have demonstrated a beneficial effect to enhanced learning, reduction in absenteeism, reduction in nutritionally related health problems, and the reduction of behavior problem; and

WHEREAS, the spiralling increase in food costs, changes in family living patterns, early school hours, and increased reliance upon extensive transportation to school have made it increasingly difficult for families, particularly lower income families, to provide their children with a nutritious breakfast before leaving home; and

WHEREAS, there are no federally funded breakfast programs in San Francisco public, parochial schools, the non-profit day-care centers, or the Head-start programs,

NOW THEREFORE, the Human Rights Commission of San Francisco supports the concept of free, hot, nutritious breakfasts for all school children in San Francisco, and the concept that the San Francisco Unified School District is responsible for seeing that these breakfasts are provided.

Resolution 4-74
Adopted by HRC 4/11/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of April 25, 1974

* * * * * * * * * * * * * * * * * *
* NEXT MEETING: May 9, 1974 *
* Thursday *
* Commission Room, Third Floor*
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * *

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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Rev. Victor Medearis, Earl Raab, Eduardo Sandoval, Louis Simon, Harvey Wong

Excused: Rev. George Bedford, Earl Livermore, Curtis McClain

Staff

Present: William Becker, Frank Anderson, Johnny Brown, Jack Casford, Alberta Grant, Susan Heller, Alvin Ja, Melanie Jenkins, Stanley Lim, Jesse Martinez, Wayne Redus, Renee Thompson, Dorothy Yee

Pledge of Allegiance

Minutes of April 11, 1974 approved.

*****Commissioner Fine was elected temporary acting chairperson until the arrival, after reading of Communications, of Chairperson Bartlett

COMMUNICATIONS

- From Allan Jacobs, Director, City Planning Commission, a response to the HRC's April 2 letter requesting that ethnic data be included in housing studies and reports of the City Planning Commission. Mr. Jacobs said that the City Planning Commission has asked its staff to do everything it can in this regard, but can't do much. It is doubtful, said Mr. Jacobs, that a survey based on a sampled response could be done for any subdistricts of the City. "There are difficulties in the construction of such a survey that would make our residential rent and vacancy survey seem relatively simple." He said his department felt the problem (of ethnic data-gathering) could be solved by a national five-year Census, a concept his department supported to no avail.

- From Representative Patsy T. Mink in response to contact by ILWU, support for her bill, H.R. 9895 (social programs funding for gateway immigration cities in the U.S.) would best come from persons in the communities (the HRC has endorsed this measure) urging legislative action.

- From Leola K. Williams, President, San Francisco Alumae, Delta Sigma Theta Sorority, Inc., a telegram deploring the action of the San Francisco Police Department in the search and seizure of male Black citizens in connection with the search for the so-called Zebra killer, and calling for an immediate stop to "this harassment of Black males."

- To Dr. Lane E. DeLara, Associate Superintendent, Operations and Instructions San Francisco Unified School District, a memorandum from Gail Roberts of the Human Rights Commission suggesting (in consultation with Pat Langdell, President, Second District Council, Parent Teachers Association) for observances of the U.S. Supreme Court desegregation decision's twentieth anniversary on May 17.

more

COMMITTEES

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- Request for Endorsement of Assembly Bill 3109 (Sieroty, et. al) - Wayne Redus

This measure would change the terminology of "workmen's compensation" to "worker's compensation" in the State.

It was

*****m/s/c that the HRC endorse AB 3109

- Request for Endorsement of State Senate Bill 1870 (Marks)

This measure would require State agencies to keep employment workforce breakdowns to show separate statistics for Filipinos, currently being reported under an inclusive Asian Category. This is a concept that the HRC has supported and which it requests from its reporting sources, i.e. Japanese, Chinese, and Filipino.

It was

*****m/s/c that the HRC endorse Senate Bill 1870.

- Affirmative Action Survey of Fisherman's Wharf Restaurants - Ms. Melanie Jenkins

Commissioner Fine noted that the HRC's endeavors in this area began in 1970, at which time an Affirmative Action Agreement was reached. However, due to insufficient staff no effective follow-up or monitoring could be carried out. It was thanks to the addition of some EEA-funded staff, in this case Ms. Melanie Jenkins, and this is the first time that a comprehensive report could be compiled and published.

Ms. Jenkins said this survey, begun in October, 1973, to ascertain what compliance there had been under the 1970 agreements, covers 18 of the 20 major restaurants on the Wharf. Thirteen of them hold leases from the Port Commission (and therefore covered under the City's Non-discrimination Ordinance, which the HRC implements). The data, with detailed statistical charts, compares 1970 figures with the current (1974) ones. Jobs are reported in two main categories, visible (dining room and bartending staff) and nonvisible (kitchen, office, and miscellaneous other employees).

Ms. Jenkins said the survey shows substantial improvements since 1970 in minority hiring by restaurants reporting on Fisherman's Wharf. The 1970 figures showed 48.5 per cent of the workforce minority; in 1974, 54 per cent. This is higher than the minority population in San Francisco, and indicates the availability of on-going employment in an old and well-respected industry to a significant percentage of minority people. There has also been an increase in the number of minority persons hired in visible jobs (1970 - 34.3 per cent; 1974 - 38.2 per cent).

Problems remain however, exemplified in the 20 per cent participation to which minorities drop when jobs are classified into the higher-paying visible categories. The improvement has been primarily for Chinese and Spanish-Origin minorities. Minority men form 84.4 per cent of the kitchen workforces, the survey shows. A pattern of discrimination emerges involving all women, especially minority women in the dining room and, more especially, in the kitchen.

In the industry in general at the Wharf the report shows, the least improvement since 1970 has been in the pattern for Black participation. of 63 waitresses one is Black; of 174 waiters, eight are Black. In 1970, there were only two Black waiters out of 105; and no Black waitresses out Of 31. There is only one Native American still working in any of these categories. Blacks have a less than three per cent representation in

dining room jobs, and less than five per cent in the kitchen. Most all of the kitchen help (85 per cent minority) are Chinese or Filipino.

Ms. Jenkins had these criticisms of the Wharf affirmative action implementation since 1970:

- other sources of referral and recruitment have not been utilized successfully and there has not been an effective effort to upgrade employees.

- the HRC does not receive notice of openings, terminations, and reasons for them, as was agreed to.

She suggested that there be more management efforts to contact new and more effective referral sources; to cooperate in training programs, such as that for waiters and waitresses through the San Francisco Hotel-Restaurant Labor Management Education Fund; and to clarify and enforce the Affirmative Action Agreement, including a new clause concerning women.

There was discussion among Commissioners that focused on the need for publicizing the records of those restaurants doing a commendable job of implementation of the Affirmative Action Agreement, both as a means of motivating others not doing so well to improve, and for giving credit for effective work.

It was pointed out that this report covers only those Wharf restaurants that were part of the 1970 Affirmative Action Agreement. There are, Ms. Jenkins reported, some 600 businesses on the Wharf.

It was

*****m/s/c that the HRC Employment Committee implement a more specific Affirmative Action Agreement including:

1. Recruitment, training, and upgrading for higher-paying jobs, including both visible and nonvisible categories.

2. An additional emphasis on hiring women for nontraditional jobs as well as the prestige jobs in the dining room; and

3. An emphasis on compensating for the under-utilization of certain minority groups. The new Agreement should include specific goals and timetables in light of poor performance of those covered by the City's Nondiscrimination Ordinance compared to those not covered in the Fisherman's Wharf area.

- Hotel Industry Affirmative Action Survey - Jesse Martinez, Affirmative Action Officer.

The HRC's success in hotel surveys can be ascribed in large to relationships with Irving K. Baldwin and the Hotel Employers Association of San Francisco, Joseph Beiardi of the San Francisco Culinary Joint Executive Board, AFL-CIO, officials of the Hotel Personnel Executive Council, and the San Francisco Hotel-Restaurant Labor Management Education Fund. Indeed, their help was, and continues to be, crucial in arranging form and procedure for data collection which was mutually acceptable as well as explaining the needs and use of the survey. The statistics are from data received from 40 member hotels of the Hotel Employers Association of San Francisco and member unions of the San Francisco Culinary Joint Board.

Mr. Martinez' report included statistical tables, showing breakdowns for categories of hotel jobs by sex and race; ethnic participation in training programs; and membership by ethnic and sex breakdown for trade unions representing hotel workers (culinary, bartenders, cooks, etc.)

From the statistics it is clear that the hotel industry in San Francisco is a major source of employment for the minority communities and that all the ethnic groups participate. It is also clear that participation varies with the job categories and that a more detailed analysis reveals some problem areas.

Women make up a respectable showing of 46% of the total workforce, yet appear to be concentrated in traditional female occupations such as Clerical and Housekeeping. There seem to be very few women employed in categories of Door, Bell, Parking, Engineering and Maintenance Department, Food Preparation Department (cooks and bargirls), and Beverage Preparation.

Mr. Martinez referred to statistical breakdowns for individual job categories, a copy of which is attached to these Minutes.

The statistics suggest, said Mr. Martinez, that minorities are not being adequately represented in most management-type positions. On the other hand, minority representation appears good in most production and service jobs.

A survey of individual training classes of the San Francisco Hotel-Restaurant Labor Management Education Fund (a joint effort by the Hotel Executive Association and the Culinary Joint Executive Board, AFL-CIO), the initial enrollment breakdowns were appraised, a copy of which is attached to these Minutes.

Although an alarming 50% of minority enrollees did not complete the Cashier Hosting - Waiter/Waitress class, there still appeared to be a respectable representative percentage (50%). The numbers lost are nonetheless quite significant given the problems in seeking qualified minorities.

Specified enrollees dropping out of the Cashier/Hosting - Waiter/Waitress and Bartenders classes resulted in a poor representation of Black, Spanish-Origin, and Chinese students. The other categories seem to have very good overall minority representation notwithstanding the important fact of a very low participation of women in the Cooks Apprentice Program, Continental Waiter/Waitress and Bartenders classes.

The San Francisco Hotel Restaurant Labor Management Education Fund must become the focus for affirmative action training if the hotel industry in San Francisco is to be successful in its overall affirmative action efforts, Mr. Martinez said.

Recently, a majority of HRC's referrals to the program have been unsuccessful in obtaining admission. Most of HRC's referrals were said to be unacceptable i.e., "lacked maturity, motivation or displayed a questionable attitude." Questions have arisen as to the validity of these selection criteria by the Hotel Personnel Fund staff.

In regard to placement, graduates are informed they may check with the union or directly with the employer in seeking employment with the understood support of the program offices. Graduate lists are also disbursed to members of the Hotel Personnel Executive Council, unions, employer association, and larger restaurants.

Despite the economic situation, there still remain approximately 8 people or 25 per cent of minority graudates seeking employment. Again, there is a greater need for the potential employer to sustain their job pledging effort with their association. In light of this, there are still some hotels complaining about the inability to implement an affirmative action program for lack of qualified minorities and women.

Mr. Martinez described the City College Hotel and Restaurant Department classes. Enrollees, who include all principal San Francisco ethnic minorities, total 244. Eighty, or 32 per cent, are minorities; forty are women, or 16 per cent of the total.

The curriculum is designed so that students may satisfy the requirements for graduation from the college with an Associate in Science Degree. It includes a wide range of careers concerned with providing the public with food, service or lodging (or all three) in hotels, restaurants, etc.

Generally, the enrollment figures appear to match inadequately the industry's pattern of needs regarding affirmative action. Undoubtedly, a recruitment program to interest minority high school students should be arranged with assistance from labor and management.

The survey shows Asian representation in all the unions. The Spanish-Origin membership in these unions is also good with the exception of Dining Room Employees Union, Local #9, where it is 8 per cent of the total membership. This apparently indicates the continuous movement of more Spanish-Origin and Asian workers into these particular trades. Blacks are poorly represented in Dining Room Employees Union, Local #9 (waiter/Waitress - host/hostess) and Bartenders Union, Local #41, having 3 per cent and 1 per cent respectively of total membership. There should be a greater effort at obtaining more Black participation within these categories.

There is an overall excellent minority representation in most "Back of the House" positions i.e., food preparation (68%) and housekeeping (56%). The lower minority membership is in unions representing "Front of the House" jobs as waiter/waitress (25%) and bartenders (19%).

Women are well-represented in traditional categories but are only recently beginning to be represented in such jobs as bartending where they are now 4 per cent of the membership of Local 41.

The HRC's referrals to hotels between November, 1973, and March, 1974, were:

Hotel job orders placed with HRC....30
HRC referrals.....41
HRC successful hires..... 6

HRC referral efforts have not worked out as satisfactorily as expected: only 15 per cent of HRC referrals were hired and as little as 20 per cent of the job orders were filled by referrals. Some hotels felt that most of' HRC referrals were unsuitable i.e., "...poorly qualified, questionable attitude..., ill-poised," etc. Our recruiting sector feels a great deal of HRC referrals to be qualified in most respects, although not necessarily adhering to the traditional Caucasian prototype. It should, therefore, be recommended that the hotels work with HRC recruiters to reevaluate their criteria and standards and to make certain the recruiters know what and why they are.

In ensuing discussion of the report, which contained a number of tentative recommendations drafted by the Employment Committee, the question was asked again if reports were obtained from individual hotels which could be made known to Commissioners as such.

Wayne Redus, Employment Coordinator, said that the reporting agreement between the Hotel Association and the HRC called for these individual reports to be released only as a group total.

Mr. Redus said the HRC hoped to work out an agreement on using experience reports from hotels with effective affirmative action programs as guidelines for working with hotels not as successful. The hotels are not covered under the City's Nondiscrimination Ordinance. He pointed out that the HRC currently is working closely with the Hotel Personnel Directors Association, has a relationship with the Hotel Employers Association and that its success with the minority hiring at the two recently-opened (1973) Hyatt hotels in the City builds a base for obtaining more commitment. None of these relationships existed two years ago.

Commissioner Fine Cautioned that the HRC not in the future enter into agreements that would restrict its ability to obtain individual affirmative action program reports within associations.

Director Becker stressed that the HRC does have the right and responsibility under its original enabling ordinance (Chapter 12A, of the City Administrative Code) to obtain information it needs, by subpoena, if necessary. The fact that an employer or employer group may not be a City contractor does not, he said, release the HRC from the responsibility to obtain the information it needs.

Mr. Becker pointed out that the hotels are a major source of minority employment in San Francisco. The problem is basically, he said, that even though the Black community was the "driving edge" of the struggle for equal employment opportunity in this City, the Black community is the under-

represented group in the hotel industry. He praised Messers Martinez and Redus and Ms. Heller for their work in establishing the working relationships with the hotels, and in setting up the mechanisms for recruiting and reporting.

It was

*****m/s/c that the HRC study the specific recommendations of Mr. Martinez' report and be prepared to take action at the next HRC meeting May 9.

- Architects and Engineers Affirmative Action Report - Part 1: Yerba Buena Center - Ms. Susan Heller, Affirmative Action Officer

This was the first part of a two-part report on architects and engineers in the Yerba Buena Center project. The next will be on consultants in YBC as well as other City contractors working there.

This report pertained to McCue, Boone and Tomsick, the Executive Architect of the YBC. Focus on this firm is based on HRC conviction that the larger companies in YBC should take a leadership role in affirmative action and coordinate the consultants in this project. MBT has, through action-oriented programs, substantially increased its minority representation from 14 per cent in 1971 to 31 per cent in 1974. Though it has five fewer employees now compared to the last report in November of 1972, minority participation has increased by 7 per cent. In a total workforce of 49, the minority breakdown is: Black, 11 per cent; Spanish-Origin, 4 per cent; Asian, 14 per cent; Filipino, 2 per cent. Women comprise 28.5 per cent of the total workforce and 17 per cent of the professional and managerial positions.

MBT has implemented its affirmative action through such programs as the Engineering Societies' Committee on Manpower Training, participation in the Internship Program of Tuskegee Institute, and a work-study program for disadvantaged students of architecture at the University of California. There is financial aid through a scholarship fund of $10,000 allocated for disadvantaged minority students. An In-House Education Program was begun in the summer of 1973 with eight interns (two female and six male---all minorities).

The firm's New Directions: Affirmative Action Programs 1974 are working with ESCMT to develop an upgrading program curriculum specifically designed for draftspersons working in architectural offices. They are refining and developing internship programs for summer 1974 with the goal of developing a curriculum which would be accredited by universities. They are, also, working with small groups of high school-level minority students to create interest in architecture as a career through their course selection.

The Affirmative Action Program of McCue, Boone and Tomsick has elements common to all successful programs. First, there is a commitment of top management, and one of the principals, Mrs. Roz Koo, has been assigned responsibility for the development and internal monitoring of their program. To implement the recruitment phase she has contact with minority associations in schools of architecture as well as minority and female professional associations. Further, the firm participates in and supports existing programs in the industry such as the ESCMT drafting training program. Finally, once members of disadvantaged minority groups are hired, the firm provided seminars and programs to strengthen their skills to a level competitive to others, as preparation for upgrading in the future.

- Emergency Employment Act Staff Salary Crisis

At this point Director Becker asked for a special order, and

It was

*****m/s/c unanimously that the HRC open discussion on this issue as an agenda item.

Mr. Becker called attention to the fact that the three staff people who had just reported would all be out of work and off the staff as of May 14,

since the Emergency Employment Act funds paying them would run out. Congress was supposed to have appropriated new funds as of April 1, but had not yet completed action. The House has acted but not the Senate. It seems likely that the best that can be expected is action to renew the jobs as of July 1.

There are in all departments about 400 EEA-funded employees working for the City of San Francisco, some 80 for the Dept. of Public Health. All will be out unless Congress acts immediately or the City appropriates funds to carry these people over the six weeks from May 14 to July 1. It has been estimated by EEA officials that this would cost $345,000 to $390,000.

There followed considerable discussion on what immediate action the HRC could take to try to prevent the six-week layoff of EEA staff and the loss of this valuable work.

Chairperson Bartlett and Director Becker explained what they had been able to learn of the funding progress to date.

The discussion was conducted with the input of EEA staff members present describing what actions they had taken to date and making suggestions as to what specific action the HRC should take.

It was

*****m/s/c that the HRC urge The Congress to pass the pending legislation to appropriate more funds for increasing the 1974 funding (before May, 14) to affect the continuance of employment under the Emergency Employment Act of the 400 EEA employees in San Francisco, including those on the HRC staff, and to ask the Mayor and the Board of Supervisors to appropriate the necessary funds, estimated at $345,000 to $390,000 for these salaries for six weeks in case The Congress does not act in time.

The HRC asked that the record show that its vote was unanimous by all present at this meeting, and it agreed that a personal representation of its action be made to the Mayor and to individual members of the Board of Supervisors

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- <u>Request for Endorsement of Chinatown-North Beach Senior Service Facilities</u> - Ms. Dorothy Yee, HRC Community Liaison Worker

The Chinatown North Beach Health Care Services, Inc. is a three-year demonstration project funded by the U.S. Department of Health, Education and Welfare for research and for pilot programs to be alternatives to nursing homes for the aged. ON LOK is the "day care" component operated out of 831 Broadway, Monday through Friday, 8:00 a.m. to 5:00 p.m. The program for about 100 senior citizens (Chinese, Filipino, and Italian) includes meals, medical supervision, physical and occupational therapy, supervised and unsupervised recreational and social activities. SAI ON was the complement board and care unit for fifteen "borderline" cases who require some supportive services but did not need to be subjected to nursing homes. Sai On operated on the principle of keeping the elderly within the community and close to their relatives. The patients were taken to On Lok on weekdays to participate in activities there.

Sai On, however, was recently (4/1/74) closed by the Salvation Army where the facility was housed. The reason given by the Salvation Army was that their building is not suitable for people who are aged and ill. Sai On staff believe that the Army does not consider the "borderline" elderly a priority in their programs although thereis no other neighborhood organization to take over the board and care home. The old people have been relocated-mostly back to single rooms in cheap hotels and some to institutions far away from the familiar Chinatown North Beach area.

It is unlikely, even with much community pressure, that the Salvation Army will reconsider to meet the needs of these elderly. But in light of expanding the On Lok program and in planning for a future board and care home, the Chinatown North Beach Health Care Services, Inc. has requested that the Human Rights Commission assist them.

more

It was

*****m/s/c that the HRC support the grant proposal being submitted by the Chinatown/North Beach Health Care Planning and Development Corporation, Inc., (On Lok Senior Health Services) to the San Francisco Foundation to provide weekend service and education services for the elderly. These services include physical and occupational therapy, recreation, a meal, and socialization.

- A second endorsement recommendation for flexibility in State and City fire, health, and safety (including space) regulations that presently block efforts by communities to obtain licenses for board and care homes for senior citizens was tabled because of some Commissioner concerns about the specific details of any proposed changes.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Committee Report - Commissioner Giles

1. Johnny Brown, Coordinator of the City-Wide Youth Council, reported that the Council is being reorganized on a neighborhood basis with a thrust toward having adequate youth councils developed in order to make jobs readily available to youth in neighborhoods when summer arrives.

2. As part of the Committee's exploration of all means for improving and providing for quality integrated education, the Committee heard a report from Dr. James Guthrie, Assistant Professor of Education, University of California, Berkeley, at its March 20 meeting. Dr. Guthrie's research at UC is an investigation on what has been done in the area of decentralization, particularly with respect to preparation of school budgets and expenditures on the school sites. He reported that the results to date are very incomplete. There is no evidence yet to determine whether or not education changes as a result of on-site budget preparation and the involvement of the community in the process. The Committee discussed the implications of on-site budgeting at its April 17 meeting and will consider the practical implications for the School District budget at its May 1 meeting.

- Request for Endorsement of Children's Council of San Francisco to Conduct a Needs Assessment of Child Care Services and Programs.

This request was withdrawn by the Committee. It has learned that the original tenor of the proposal may be re-interpreted, and it wishes to have further time to study it.

POLICE LIAISON
Earl Raab, Chairperson

- Committee Report

Commissioner Raab reported on the items discussed a meeting recently with Police Chief Donald Scott. They were:

1. The HRC's recent endorsement of a policy of making the carrying of firearms by off-duty police officers optional. The Chief said this would be carried out.

2. The question of citations for nonvictim crimes,

3. Possible changes in the Internal Affairs Bureau of the SFPD, with reference particularly to complaints procedures. The Chief announced that the department currently has an experimental proposal for use of video tape to record bookings at one police station so that the circumstances of the moment can be recorded for training purposes.

Commissioner Raab commented also on the Zebra search procedure of the Police Department. This issue raised traditional HRC concerns within its long-range past policies, including its concern that whenever any action is taken in terms of public policy that directly affects a minority and ethnic community, that community be involved as early as possible before the action in the making of that policy.

Director Becker was involved immediately on behalf of the HRC in bringing that concern to the attention of top public officials and bringing about community involvement. The HRC's concern over sensitivity to any immoderate implementation of the stop-and-search policy was voiced also.

- Chairperson Bartlett commended Commissioner Raab and Director Becker for their influential and decisive action work on this issue.

NEW MATTERS

Commissioner Medearis discussed a number of his concerns about the Police Department's Zebra search policy. He said that the Black community was incensed particularly about the procedure of checking persons stopped for any outstanding traffic warrants against them. He said he felt that there should be a statutory limit on warrants, and that present policy was causing the Black community to in effect run "from the Police." The Black community also, he said, feels that people not matching the composite description widely published are stopped, and it questions the effectiveness of the search procedure in actually apprehending the Zebra killer or killers.

Commissioner Medearis also urged that he not be identified as supporting any illegal search procedure in the Black community. He appeared recently at a press conference with Mayor Alioto with other Black leaders. He urged that people not indict the Black leadership for urging that there be cooperation with the Police in the stop-and-search operation. He asked help from those who support law and order and basic human rights, and understanding of his public role in this community issue.

Commissioner Raab commented that it should be a matter of record that Commissioner Medearis' concerns about stereotyping of certain Black leaders and other excesses were exactly those expressed by Director Becker to the Mayor. The main point, he said, is that it is the traditional role of the HRC to emphasize that much of the communication probelm can be alleviated if the community affected is brought in early enough to help make and discuss the policy decisions. He felt that Commissioner Medearis and others perhaps had not been brought in early enough in this case.

REMARKS FROM THE AUDIENCE

- Chris Lamadora, Community Liaison Worker, HRC, asked to report that three youths, some of them Filipinos, recently were stopped, charged, and held two days in jail. They were told the charges the first day, their legal rights the second. They were released in 24 hours and charges were dropped. One was a Filipino, another a Filipino-Black. Mr. Lamadora said the men were cursed and threatened by the police officers when they asked what the charges were. He said there were fears that the stop-and-search operation permitted some officers with prejudices against minorities to stop others than Blacks. Mr. Lamadora says he (a Filipino, no natural, no goatee) also was stopped in front of his house.

CALENDAR MATTERS

The next meeting of the HRC will be May 9, 1974, 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, May 16, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, May 1, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street

more

Housing and Urban Development	Thursday, May 2, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	To Be Announced
Police Liaison	Wednesday, May 1, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	To Be Announced

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:6c
Attachments/2 - Survey - Statistical Data
Training - San Francisco Hotel Restaurant Labor Management Education Fund

II. SURVEY - STATISTICAL DATA
A. Hotels

ADMINISTRATIVE SERVICES (Exec. and Mgr., Sales Dept., Public Relations, Personnel, Purchasing, Storeroom, Clerical Services for stated depts.)

Total Positions	Total Minorities	Total Females	Caucasian	Black	Span Origin	Filipino	Chinese	Japanese	Native Amer.	Other Non-White
			M F	M F	M F	M F	M F	M F	M F	M F
			269 177	26 24	19 6	10 6	18 12	5 4	2 1	8 5
592	146	235	446	50	25	16	30	9	3	13
100%	23%	40%	77%	8%	4%	3%	5%	1%	.1%	2%

ACCOUNTING (incl. Food and Beverage Cashiers, Payroll and all Accounting functions)

			M F	M F	M F	M F	M F	M F	M F	M F
			73 146	5 24	12 15	22 16	12 20	5 2	2 1	7 2
364	145	226	219	29	27	38	32	7	3	9
100%	40%	62%	60%	8%	7%	10%	9%	2%	1%	3%

FRONT OFFICE (incl. Room Clerk, Mail and Info Clerk, Reservations Dept.)

			M F	M F	M F	M F	M F	M F	M F	M F
			178 121	13 36	10 15	4 4	5 8	5 7	4 0	6 1
417	118	192	299	49	25	8	13	12	4	7
100%	28%	46%	72%	12%	6%	2%	3%	3%	1%	1%

FRONT OFFICE CASHIERS

			M F	M F	M F	M F	M F	M F	M F	M F
			16 46	1 3	2 1	0 2	1 2	1 0	0 0	0 1
76	14	54	62	4	3	2	3	1	0	1
100%	18%	71%	82%	5%	4%	3%	4%	1%	0	1%

PBX DEPT. (incl. all telephone operations)

			M F	M F	M F	M F	M F	M F	M F	M F
			3 180	1 17	2 7	2 2	0 5	0 1	0 1	0 2
223	40	215	183	18	9	4	5	1	1	2
100%	18%	96%	82%	8%	4%	2%	2%	.5%	.5%	1%

DOOR, BELL, PARKING (incl. all Doorpersons, Bellpersons, Parking Attendants)

Total Positions	Total Minorities	Total Females	Caucasian	Black	Span Origin	Filipino	Chinese	Japanese	Native Amer.	Other Non-White
			M F	M F	M F	M F	M F	M F	M F	M F
			338 8	69 2	28 13	43 0	30 1	6 1	0 0	9 1
549	203	26	346	71	41	43	31	7	0	10
100%	37%	5%	63%	12%	8%	7%	6%	2%	0	2%

HOUSEKEEPING DEPT. AND LAUNDRY PERSONNEL

			M F	M F	M F	M F	M F	M F	M F	M F
			88 236	71 458	82 297	168 381	47 137	1 19	1 10	13 29
2,038	1,714	1,567	324	529	379	549	184	20	11	42
100%	84%	78%	16%	26%	18%	27%	9%	1%	1%	2%

ENGINEERING AND MAINTENANCE DEPT.

			M F	M F	M F	M F	M F	M F	M F	M F
			193 4	21 4	20 0	21 1	7 0	3 0	4 0	1 0
279	82	9	197	25	20	22	7	3	4	1
100%	29%	3%	71%	9%	7%	8%	2%	1%	2%	.4%

SECURITY PERSONNEL

			M F	M F	M F	M F	M F	M F	M F	M F
			48 0	2 0	1 0	3 0	0 0	0 0	0 0	2 0
56	8	0	48	2	1	3	0	0	0	2
100%	13%	0	87%	3%	2%	5%	0	0	0	3%

FOOD PREPARATION AND CLEANUP (Cooks, Pantryhelp, Barboys/girls, Dish-up, Warewashers)

			M F	M F	M F	M F	M F	M F	M F	M F
			285 33	108 41	166 58	74 24	149 13	7 9	2 0	13 3
985	667	181	318	149	224	98	162	16	2	16
100%	68%	19%	32%	15%	23%	10%	16%	2%	.2%	2%

BEVERAGE PREPARATION

			M F	M F	M F	M F	M F	M F	M F	M F
			83 11	5 2	17 3	14 0	20 2	0 0	0 0	3 0
160	66	18	94	7	20	14	22	0	0	3
100%	41%	11%	59%	4%	13%	8%	14%	0	0	2%

OOD AND BEVERAGE SERVICE (Maitre'd; Host/Hostess; Captains; Waiters/Waitresses, Bus Help)

Total Positions	Total Minorities	Total Females	Caucasian		Black		Span. Origin		Fili-pino		Chinese		Japanese		Native Amer.		Other Non-White	
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
			389	442	94	28	173	26	76	14	172	35	7	34	0	1	73	13
1577	746	593	831		122		199		90		207		41		1		86	
100%	47%	37%	53%		8%		12%		6%		13%		3%		.06%		5%	

OTAL HOTEL EMPLOYEES

Total Positions	Total Minorities	Total Females	Caucasian		Black		Span. Origin		Fili-pino		Chinese		Japanese		Native Amer.		Other Non-White	
			M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
			1,963	1,404	416	339	532	441	437	450	461	235	40	77	15	14	135	57
,316	3,949	3,316	3,367		1,055		973		887		696		117		29		192	
100%	54%	46%	46%		14%		14%		12%		9%		2%		.4%		3%	

IIB. TRAINING: San Francisco Hotel Restaurant Labor Management Education Fund
Ruth Drossel, Coordinator

ATTACHMENT II

CASHIER/HOSTING - WAITER/WAITRESS
Class ended 3/14/74

Total Positions	Total Minorities	Total Females	Caucasian	Black	Span Origin	Filipino	Chinese	Japanese	Native Amer.	Other Non-White
			M F	M F	M F	M F	M F	M F	M F	M F
			2 6	0 3	1 2	2 4	2 0	0 0	0 0	0 0
22	14	15	8	3	3	6	2	0	0	0
100%	64%	68%	36%	14%	14%	27%	9%	0	0	0

Enrollees who did not complete the class:
White - 1 male
Black - 2 females
Span. Origin - 1 male, 1 female
Filipino - 1 male, 1 female
Chinese - 1 male

Still available for employment:
as of 3/22/74
White - 5 females
Black - 1 female
Span. Origin - 1 female
Filipino - 2 females

COOKS APPRENTICE PROGRAM

			M F	M F	M F	M F	M F	M F	M F	M F
Enrollees			9 1	2 0	4 0	1 0	2 0	0 0	0 0	0 0
19	9	1	10	2	4	1	2	0	0	0
100%	47%	5%	53%	11%	20%	5%	11%	0	0	0

CONTINENTAL WAITER/WAITRESS
Class ended 4/1/74

			M F	M F	M F	M F	M F	M F	M F	M F
			8 1	1 0	7 0	0 0	2 0	0 0	0 0	0 0
19	10	1	9	1	7	0	2	0	0	0
100%	52%	5%	48%	5%	37%	0	10%	0	0	0

(Unemployed as of 4/12/74: 1 White female, 1 male Spanish-Origin.

BARTENDERS (entry)
Class ended 3/19/74

Total *Enrollees	Total Minorities	Total Females	Caucasian	Black	Span Origin	Fili-pino	Chinese	Japanese	Native Amer	Other Non-White
			M F	M F	M F	M F	M F	M F	M F	M F
			5 4	2 0	1 2	2 0	2 1	0 0	0 0	0 0
19	10	7	9	2	3	2	3	0	0	0
100%	52%	37%	48%	10%	16%	10%	16%	0	0	0

*Enrollees who did not complete the class: White - 1 male, 1 female
Span. Origin - 1 male, 1 female
Chinese - 1 male, 1 female

Available for employment as of 3/22/74: White - 2 males, 1 female
Black - 2 males
Filipino - 1 male

5/9/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of May 9, 1974

DOCUMENTS
MAY 21 1974
SAN FRANCISCO PUBLIC LIBRARY

* * * * * * * * * * * * * * * * * * *
* NEXT MEETING: May 23, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* *
* * * * * * * * * * * * * * * * * * *

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Rev. Victor L. Medearis, Louis Simon, Harvey Wong

Excused: Rabbi Alvin I. Fine, Curtis McClain, Earl Raab, Eduardo Sandoval

Staff

Present: William Becker, Francisco Aviles, Jack Casford, Mario Evangelista, Melanie Jenkins, Stanley Lim, Jesse Martinez, Wayne Redus, Gail Roberts, Renee Thompson, Edith Witt

Pledge of Allegiance

Minutes of April 25, 1974 approved.

COMMUNICATIONS

- From Miriam E. Wolff, Port Director, Port of San Francisco, comments on the recent HRC report on affirmative action in employment at Fisherman's Wharf restaurants. Ms. Wolff said that there were still areas that needed improvement, and that in areas of concentration such as hiring of minorities, the record is better than in the hiring of females where there has not been a concerted effort.

- From Henri J. Lewin, Senior Vice President, Hilton Hotels Corporation, comments on the HRC's recent report on affirmative action in employment in the San Francisco hotel industry. Mr. Lewin noted that there is a lack of minorities in most management-type positions in City hotels; he said hotels should provide in-house training along with progressive recruitment and employment practices; and he praised member unions of the San Francisco Culinary Joint Board for their involvement and cooperation in the areas of recruitment and training. Mr. Lewin congratulated the HRC on its hotel report and pledged full Hilton cooperation.

- A copy of a Memorandum to City Department Heads from the Civil Service Commission Personnel Department regarding Flexible Hours Employment Act-Part-Time Employment for Working Mothers. The memorandum asked for departmental listing of positions in the category of part-time employment for working mothers with flexible hours that can be budgeted.

- From State Assemblyman Willie L. Brown, Jr., thanking the HRC for its support of AB 1202 (regarding landlord-tenant relations). Mr. Brown said AB 1202 passed the Assembly January 30, 1974 and is currently being heard in the Senate Judiciary Committee.

- From Harold Madison, President, Shafter Avenue Community Club, San Francisco, a copy of a letter to Mayor Alioto, the Police Commission, the Chief of Police, the Board of Supervisors, and major metropolitan newspapers,

more

urging that the Police Department stop-and-search policy in the search for the Zebra killer or killers be stopped.

- From Betty Sellers, Chairperson, Santa Clara County Human Relations Commission, a copy of a letter to Mayor Alioto, and Rodney Williams of the San Francisco Police Community Relations Unit, detailing concerns regarding the police handling of the so-called Zebra shootings: protection of the Constitutional rights of Black citizens subject to search and interrogation, and racial tensions brought on by departmental stategies in the case.

- From Allan Seid, M. D., Chairperson, Asian Americans for Community Involvement, Santa Clara County, Inc., of Palo Alto, a copy of a letter to Mayor Alioto, Bay Area (Peninsula) HRC's, Assemblymen, Congressmen, various chapters of the Japanese American Citizens League, the Black Political Caucus of Santa Clara County, and the Chinese American Democratic Club, asking that the Operation Zebra tactic be discontinued in that it "aids and abets in our society those who, out of bigotry and unfounded fear, desire to alienate one group of Americans from another solely on the basis of skin color and/or ethnicity."

- From Lane E. DeLara, Associate Superintendent, Operations and Instruction, San Francisco Unified School District, informing that the HRC's March 29 recommendations regarding the citizens task force (on Lau-Nichols) were considered by the Board of Education. Mr. DeLara said it was his impression that the Board agreed to appoint additional members to the already-functioning Advisory Committee.

COMMITTEES

EMPLOYMENT

Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- The Pacific Telephone Company -- A report on the Employment of Minorities and Women: M. A. Kaplan, District Employment Manager, Pacific Telephone Company.

Mr. Kaplan was introduced by Director Becker, who said that the HRC had asked PT&T to update the information on its employment patterns and practices as regards minorities and women.

Mr. Kaplan said that his presentation would cover the changes that have taken place through company efforts in the past four years. He concentrated on the PT&T affirmative action plan, the company's hiring progress, its upgrading programs, and its special programs in affirmative action.

He said the company's affirmative action involvement dates back to the 1960's. In 1970, it issued its first comprehensive affirmative action plans. At the end of 1970, the Federal Equal Employment Opportunities Commission intervened in a Federal Communications Commission rate case, alleging nationwide discrimination in hiring and promotion policy in the Bell System. After two years of hearings, an agreement was reached between American Telephone and Telegraph Company, the EEOC, and the U.S. Department of Labor. Two key provisions were:

1. A model Affirmative Action Plan was to be adopted by all Bell System companies.

2. Provision for the systematic upgrading of all employees within the business.

Both of these provisions, he said, have been implemented.

Mr. Kaplan discussed in detail (using a chart) the structure of the Affirmative Action Plan, whereby jobs are divided into fifteen classifications (four management, eleven nonmanagement). Goals and timetables are set for each job classification, which is broken down by men, women, and by ethnic groups (Black, Spanish-Surname, Oriental, American Indian, White). These goals for increasing participation by these groups are reviewed internally and submitted as well to the Federal government (EEOC). Nineteen company officers/assistant vice presidents, said Mr. Kaplan, are responsible for achievement and compliance with these goals within their part of the company.

The goals are set, based on current figures, for next year, by the end of 1975, and ultimately.

*****Commissioner Livermore asked Mr. Kaplan to provide copies of targets for each ethnic group in the fifteen classifications. Mr. Kaplan said he would see if this data can be made public.

In California, minority hiring as a percentage of total hires each year has progressed as follows:

- 1970: 25 per cent
- 1971: 31 per cent
- 1972: 47 per cent
- 1973: 44 per cent

In San Francisco, about 52 per cent of all persons hired in 1973 were minorities: 18 per cent Spanish-surname; 20 per cent Asian; 14 per cent Black; 1 per cent Native American. The City's minority population presently is about 45 per cent.

Priority currently is on the hiring of the Spanish-surname population, and Mr. Kaplan said the company plans to hire 20 to 25 per cent from this group until the proportion approximates the community population. Employment of other minority groups is set at a level to achieve or maintain full utilization in the workforce.

Recruitment of minorities and women is done, in San Francisco, through three full-time urban affairs representatives working in the communities, counseling, providing information, sample job tests, etc.

In San Francisco, Pacific Telephone hired a total of 1,450 persons in 1973. This was compared to 4,300 total hires here in 1970. Despite this drop in total hiring, said Mr. Kaplan, minority participation has increased, from about 25 per cent of the total workforce in 1970 to 34.4 per cent in 1973.

The upgrading of racial and ethnic and racial minorities is also considered a major priority. Employees nominate themselves for job opportunities. Qualified people within the company are considered for job opportunities, before any outside recruiting is done. From the second quarter of 1973 through the first quarter of 1974, in San Francisco, 930 persons have been upgraded, 61 per cent minorities. Some 300 persons moved laterally to different jobs at the same level, for a total of 1,230. This is approximately one in ten of a total workforce of some 12,000.

The company goal in 1974 is that about one-third of all management promotion will be minorities and one-half will be women. More work is progressing on moving men and women into jobs traditionally restricted in the past to one sex. Thus, in 1970 there were no women holding semi-skilled craft jobs ("inside" jobs) maintaining telephone equipment. In 1974, 49 per cent of these jobs are held by women. In San Francisco 23 women, or ten per cent of the total workforce of "outside" semi-skilled craft jobs, are doing telephone installation, which involves climbing telephone poles. The goals are that 38 per cent of all inside craft jobs, semi-skilled and skilled, will be held by women; and that 19 per cent of all outside craft jobs will be filled by women. In 1973, of 1,400 hires in the City, some 400 were men hired as operators and clerks.

Special training programs utilized by the Pacific Telephone Company in the City include:

1. Mono-lingual training----English-language training for Spanish-speaking company employees with difficulties. These are given at the Mission Language and Vocational School; the course lasts 32 weeks; and this year 46 persons will take this program.

*****At this point Commissioner Bartlett asked Mr. Kaplan what steps the company was taking with respect to emergency telephone switchboard service for persons in the City not speaking English. The HRC heard a presentation

on this need recently. Mr. Kaplan said that,the company is trying to move Spanish-speaking and Asians, and Chinese-speaking into operator jobs, but they are not recruiting multi-lingual people. Chairperson Bartlett said that the HRC had communicated its concern to Mr. Jerome W. Hull, President of Pacific Telephone on this need and was expecting a response.

- Commissioner Heilbron asked if there were communications to the San Francisco Unified School District of the need of the company to provide training in the English language to employees. Mr. Kaplan said yes, through his staff contacts with the District, and through the Industry Education Council. Mr. Heilbron said it was his feeling that Pacific Telephone should communicate formally its experience in remedial or other language-skills training.

2. Arriba Juntos-Obeca. Ten weeks of study for minorities in the Mission with deficiencies in basic education. Some 30 will take this program during 1974.

3. An in-house Employment Development Center---a ten-week program. Thirty persons a year.

4. Chinese and Fil-Am Language Centers---commitments by PT&T to take graduates as employees.

5. National Alliance of Businessmen---to date during 1974, taking 123 job hires.

6. Advocates for Women---program to recruit primarily for outside craft jobs.

7. Customer Relations Teams---local managers working in the community, tutoring, providing part-time work experience, etc.

8. Internal language programs---for employees barred from upward mobility because of language difficulties. This is comprised of two programs, one in-house, of six to ten weeks.

9. Special Asian Studies---studies being conducted on barriers to Asian mobility.

- Affirmative Action in City-Funded Construction - Stanley Lim, HRC Employment Representative

Mr. Lim referred during his presentation to statistical tables showing ethnic breakdowns by crafts and classifications; and minority apprentice figures.

This progress report presents statistics for both City-wide construction contracts and City contracts in the Bayview Hunters Point Model Cities area (BVHPMC). It is based on workforce surveys from contractors for the month of March. This is a continuation of September/March progress reports twice yearly presented to the HRC. Since the beginning of the year, the HRC has adopted a more detailed report form to include all major ethnic groups of the City individually identified. Previously, Asian-Americans were grouped together. Now separate statistics are available for Chinese, Japanese, Filipino and other Non-White minorities. Space is also provided for female workers.

There is now a total of 26 active City contracts under HRC's monitoring: 18 City-wide; 8 in the BVHPMC Area. Of the total, 7 are public schools reconstruction; 5 relating to the Market Street Beautification program; 2 for the Port Commission; 1 for the Airport; and 1 for the Public Utilities Commission in Belmont. The balance are for other City departments.

In addition to the regular on-going contracts, staff is also monitoring three complaint-resulted affirmative action agreements with City contractors, which are: Raphael Painting, Lowrie Paving and Mitchell Plumbing. These are also under monthly review, but statistics were not included in this report.

The summary statistical breakdown by race in all trades for the month of March, in terms of percentage of work hours for individual ethnic groups, was: White, 55.5%; Spanish Origin, 15.4%; Black, 24.4%; Native American, Indian, 2.3%; Chinese, 1.4%; Japanese, .4%; Filipino, .3%; and Other Non-White minority, .3%; making a total minority work force of 44.5%, or 443

persons out of 965. This compares favorably with previous reports involving City-wide contracts. However, as in the past, the Asian American group, Chinese-Japanese-Filipino, have been under represented. Women have recently entered the construction crafts workforce and were .6% of the total work hours. There are four female workers reported; one of whom is a carpenter apprentice.

The analysis for only the City-wide contracts showed the summary of all apprenticeable trades and non-craft hours. The heaviest concentration of minority workers was in the following crafts: cement mason; gunite workers;[1] painter and roofer; all with over 50% minority workers. A substantial number of minorities, between 26% - 34%, were engaged as brick masons; carpenters; electrical workers; iron workers; lather/plasterer/drywall installers; sprinkler fitters and sheet metal workers. Fewer minority workers are found in: plumbers/steam fitters, 16%,and operating engineers, 22%.

In the non-craft categories minority groups made up 64% (compared with 61.4% a year ago) of the total hours. As laborer foremen, laborers and teamsters, the minority share was slightly over 71%. There was only one minority person out of 13 field superintendents and none as field office workers.

For workers in all classifications in City-wide contracts compared to the prior year, in spite of the lower total work hours for March due to heavy rain, which curtailed much of the construction activities here, the percentage distribution for each ethnic group remained fairly constant. The minority percentages for three six-month progressions at all levels were: 41.8%, March, 1974; 41.2%, September, 1973 and 40.8% for March, 1973. A four-year study of apprentices showed minority apprentices at a new high of 54.8% for March, 1974 (.3% over the previous high during March of 1972).

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[1]Gunite Worker belongs to the Laborers local. It has a "trainee" classification and it's under a separate wages and conditions agreement for the gunite industry.

*****See Table IIA attached to these Minutes "Comparison of Workers in City-Wide Contracts in All Crafts with Prior Years."

- Bayview Hunters Point Model Cities Area Contracts - Ms. Renee Thompson, HRC Affirmative Action Officer

Ms. Thompson pointed out that statistics kept by the HRC show that the totals for all crafts and classifications in the Bayview Hunters Point Model Cities projects in the month of March were: 57 per cent minorities, or 87 out of a total of 152 workers. Of these 64, or 42 per cent, were residents of the area.

The method of reporting in the BVHPMC Area is based on accumulated work hours as well as the number of community residents employed on the job. The Memorandum of Agreement which was negotiated by labor, management, community, and the Human Rights Commission establishes a 50% residents requirement on all government-funded projects in the BVHPMC area. This Agreement has been incorporated into all contracts awarded by the City's awarding agencies. The purpose of the Agreement was to enhance employment opportunities for residents within the Model Cities area. The process has resulted in greater minority representation in the skilled crafts of the building trades.

There are eight active projects in Bayview Hunters Point under Human Rights Commission review; three of them are new, therefore no reports have been submitted to Human Rights Commission for review. This report covers the month of March.

Since the Model Cities Agreement was a result of all parties concerned, compliance in the Bayview Hunters Point Area has been favorable.

However, a problem now is that there are still no major minority contractors or sub-contractors in the Bayview Hunters Point Area contracts. There is no minority contractor affirmative action requirement in the Agreement and the bidding system tends not to foster involvement of minority contractors. Also, the general contractors tend to go with sub-contractors they know. As a result of this procedure, a tremendous problem has been created

for minority truck owner-operators and licensed brokers who are not involved in City contracts involving demolition, site preparation, land fill, earth removal, dirt hauling as contractor, sub-contractor or brokers, but only as employees. Many minority truckers have not been able to get steady work, even as employee/owner operators. Some out of desperation for work have shut down Redevelopment Agency projects by blocking the hauling bottleneck of the projects with their own trucks (arrests can be made for this act) causing delay in completion of the projects.

As a result of their problem a group of minority truckers have come to Human Rights Commission for assistance. HRC staff has drawn up proposed language for incorporation into construction contracts awarded by the City and County of San Francisco. Hopefully the proposed language will allow the use of minority truckers and brokers in City contracts. The proposed language is aimed at negotiating this aspect of the contract in advance.

- Mr. Dwight Kinnard, representing West Coast Minority Trucking, spoke briefly. The W.C.M.T. is a brokership designed to pool the equipment of five truckers to qualify for jobs. They have, however, been unable to get steady work---an average of only about seven working days in a month, Mr. Kinnard said.

- Mr. George Newkirk, a Compliance Officer provided by the Public Utilities Commission to monitor its construction contracts, also gave a brief progress report as of March 31, 1974. Eight out of thirty-five total workers in four crafts were minorities. Mr. Newkirk said that the number of employees covered in these contracts will rise later on this year as design projects move into the construction phase.

- Resolutions Urging the Appointment of Minorities and Women to City and State Boards and Commissions - Wayne Redus

The HRC had received a letter from Ms. Marguerite Warren of San Francisco, discussing the problem of a low representation of women appointees on City boards and commissions. Commissioner Fine then expanded HRC examination of this issue to representation on State boards and commissions.

During 1971, the HRC adopted resolutions aimed at stimulating an increase in the representation of minorities on State education commissions and committees appointed by the Governor and the State Board of Education (Res. 14-71 and 22-71). The need to insure minority representation on all State commissions, committees, and councils also is a long-time concern of the HRC.

Late in 1973, the State Assembly also recognized the need to appoint women to State boards, commissions, committees, and councils to insure that women in such positions will more nearly reflect the percentage of women in California's population (ACR No. 36)..

It was

*****m/s/c to adopt two separate Resolutions relating to the appointment of minorities and women to boards and commissions of, respectively, City boards and commissions, and State boards, commissions, committees, and councils. The full Resolutions are attached to these Minutes.

- Discussion on Hotel/Fisherman's Wharf Restaurants Report (made to the HRC April 25, 1974 regarding affirmative action employment status).

Regarding Fisherman's Wharf, action was required on the recommendation made in the text of that report of April 25.

It was

*****m/s/c that a more specific Affirmative Action Agreement be implemented at the Wharf including:

1. Recruitment, training, and upgrading for the higher-paying jobs.

2. An additional emphasis on hiring women for nontraditional jobs as well as the prestige jobs in the dining room, and

3. An emphasis on compensating for the under-utilization of certain minority groups.

The new Agreement should include specific goals and timetables in light of poor performance of those covered by the City's Nondiscrimination Ordinance compared to those not covered in the Fisherman's Wharf area.

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- Recommendation of Endorsement of SB 1815 (Petris) to Strengthen the State Rumford Act (Fair Housing).

This bill would prohibit harassment or evictions of tenants by landlords against whom complaints regarding discrimination have been made, and it would grant subpoena power to the State Fair Employment Practice Commission over documents and records in discrimination cases, power it does not have.

It was

*****m/s/c that the HRC endorse SB 1815.

- Recommendation of Endorsement of State Proposition 3 on June Ballot (Bonds) for Continuation of GI-Veterans Home Mortgage Loans

This would provide $350,000,000 for continuation of this program. The program has a past record of good repayment records, and an improvement of the opportunity to buy homes, especially in the suburbs.

It was

*****m/s/c that the HRC endorse State Proposition 3 on the June Ballot.

- Request for HRC Cooperation in Proposed Haight-Ashbury Home Ownership Assistance Program.

An allotment of $250,000 was made to meet certain Haight-Ashbury neighborhood needs out of the City's Federal revenue-sharing funds: The breakdown was: $78,000 for beautification; $82,000 for a cultural center; and $90,000 for home ownership assistance. The $90,000 will be made available by a community loan committee for matching down payments; the City's Chief Administrative Officer will have the final say on whether a down payment loan will be granted. Applicants will be persons with low or fixed incomes, whose ortgage and payment ability is possible (may be less than rent), but who cannot get the down payment together themselves.

It was

*****m/s/c that, in response to the request by representatives of the proposed Haight-Ashbury Home Ownership Assistance Program, the HRC would agree to serve, at least on a trial basis, as an appeals board in appropriate cases regarding the down payment loan assistance aspects of this program, or authorize a qualified committee to do so.

The details of the program and of an appeals board are yet to be worked out by community and City government representatives in an ordinance to be adopted by the Board of Supervisors.

Commissioner Heilbron commented that it is not anticipated that there will be many appeals, grounds for which need to be spelled out in more detail. The HRC would have no determinative role, but only recommend to the Chief Administrative Officer that he reconsider any possible rejection of a loan application. Its role might be called for were there the possibility of a rejection on the basis of age, or on the basis of marital status, e.g. rejection of an unmarried parent with child, etc.

POLICE LIAISON
Earl Raab, Chairperson

- Request for Endorsement of Transitions to Freedom, an Ex-offender Service Organization.

more

Bill Carter, director of Transitions to Freedom, recently appeared before the Committee. Transitions was founded about four years ago, and is now funded by the California for Criminal Justice, the Mayor's Committee on Criminal Justice, and donations for a yearly budget of about $40,000. Primary activities of the organization are job development, job referrals, maintaining a labor pool, and crisis intervention. A staff of five plus volunteers serviced approximately 1,000 ex-offenders in 1973. Transitions is now working with the San Francisco Skills Center in a work-furlough project for eight prisoners.

A 1973 survey showed that ex-offenders who have found employment have almost completely avoided being imprisoned again, while those who did not find jobs had a high rate of getting into trouble again. There have been about 15 ex-prisoner service organizations in San Francisco, but "they come and go" depending on the funding.

Transitions often establishes contact with prisoners while they are still in prison or jail; some contacts are made by mail, some by relatives or friends. Sometimes referrals are made by the State Employment Development Department. The client is interviewed at Transitions for skills, experience, and job attitude (which according to Carter, is most important). The staff interviews about 10 people a day and places an average of one "good" job per day. This does not include positions such as temporary jobs, gas station jobs, maintenance work, etc.

Since prison job training is still very limited, Transitions has also worked closely with the Department of Vocational Rehabilitation.

It was

*****m/s/c that the HRC support Transitions to Freedom in its search for continued funding.

Transitions will make a presentation at a future HRC meeting.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Request for Endorsement of Resolution on Student Rights and Responsibilities Manual.

A draft Resolution on the Student Rights and Responsibilities Manual was endorsed in substance by the Committee at its May 1, 1974 meeting. The Resolution in final form will be presented to the Board of Education May 14 for adoption. The recommendations in the draft Resolution address themselves to expanded utilization of the Manual by all secondary schools during the Fall 1974 and Spring 1975 school year.

It was

*****m/s/c that the HRC endorse in substance the Resolution on the Student Rights and Responsibilities Manual.

*****Chairperson Bartlett asked that there be a status report at a later HRC meeting on the deportation problems of the Filipino-American veterans of World War II. It was reported that the cases are being decided in court on an individual basis, and that deportation has been suspended.

DIRECTOR'S REMARKS

- The 400 Emergency Employment Act employees of the City, some twenty with the HRC, now are waiting for approval by the full Board of Supervisors on May 13 of an emergency interim City appropriation of $375,000 to pay salaries between may 14 and July 1, when the Federal program begins again in the new fiscal year. The City will be repaid by the Federal government for this supplemental budget appropriation, which was recommended by the Mayor's Office.

Chairperson Bartlett noted that many Commissioners had written supportive letters to legislators and City officials regarding the urgency of this action.

- Director Becker noted that Commissioner Simon has originated a project of talking individually with members of the Board of Supervisors.

NO REMARKS FROM THE AUDIENCE

CALENDAR MATTERS

The next meeting of the HRC will be May 23, 1974 at 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, May 16, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, May 22, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, May 14, 1974 12:30 p.m. HRC Offices - Room 509 1095 Market Street
Social Programs	Tuesday, May 14, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Wednesday, May 15, 1974 4:00 p.m. Jewish Community Relations 583 Market Street.
Native American Advisory	Wednesday, May 15, 1974 HRC Offices, Room 509 1095 Market Street

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachments/ Comparison of Workers in City-Wide Contracts in all Crafts with Prior Year.
Resolution Relating to the Appointment of Minorities and Woemn to City Boards and Committees.
Resolution Relating to the Appointment of Minorities and Women to State Boards and Commissions.

5/14/74

TABLE IIA

COMPARISON OF WORKERS IN CITY-WIDE CONTRACTS IN ALL CRAFTS WITH PRIOR YEAR

	TOTAL HOURS FOR MONTH	WHITE	SPANISH ORIGIN	BLACK	NATIVE AMERICAN INDIAN	CHINESE	JAPANESE	FILIPINO	OTHER NON-WHITE MINORITY	TOTAL # OF MINORITY WORKERS	TOTAL # OF ALL WORKERS	# OF CONTRACTS
Total of All Workers: 3/74	68160	39717½	11901¼	13349	1567 3/4	924½	327½	264½	108	356	809	-
	524½*	524*									4*	
Percentage:	100%	58.2%	17.5%	19.7%	2.3%	1.4%	.5%	.4%	-	44%	100%	18
Total of All Workers-9/73	98643 3/4	58058 3/4	14687½	20976	1765½	Formerly under Asian 3156			NA	501	1189	18
Percentage:-	100%	58.8%	15%	21.2%	1.8%	3.2%			NA	42%	100%	
Total of All Workers-3/73	69294½	41307½	9216½	15262½	992	" 2616 "			NA	NA	NA	
Percentage: -	100%	59.2%	13.6%	22.0%	1.4%	3.8%			NA	NA	NA	18

* Indicating Female Workers

RESOLUTION RELATING TO THE APPOINTMENT OF MINORITIES
AND WOMEN TO CITY BOARDS AND COMMISSIONS

The fact that important boards and commissions of San Francisco are now or have been chaired by representatives of the minority communities (i.e. the Board of Education, the Police Commission, BART, The Housing Authorities, the HRC, and the Public Utilities Commission) is an indication that the apointment of minority people has been a continuing concern of the Mayor. The need to include in this concern all of the racial and ethnic groups who make up San Francisco is of utmost importance.

A number of sources have recently called to the attention of the HRC the problem of the small representation of women on the City's boards and commissions; a problem which has long concerned us. Because of this situation decisions affecting the quality of life in San Francisco are made largely without input from San Francisco's women citizens.

Therefore be it resolved that the HRC urge the Mayor and Board of Supervisors to do all in their power to insure San Francisco women as well as all of San Francisco's minority communities be represented on City boards and commissions, with a goal of more closely approximating the pattern of the population of the City.

HRC:WCR:dej
5/9/74
Resolution 4-74
Adopted by HRC 5/9/74

RESOLUTION RELATING TO THE APPOINTMENT OF
MINORITIES AND WOMEN TO STATE BOARDS AND COMMISSIONS

During 1971 the Human Rights Commission of San Francisco adopted resolutions aimed at stimulating an increase in the representation of minorities on state education commissions and committees appointed by the Governor and the State Board of Education (Res. 14-71 and 22-71). The need to insure minority representation on all state commissions, committees and councils is also a long time concern of the HRC.

Late in 1973 the State Assembly also recognized the need to appoint women to state boards, commissions, committees and councils to insure that women in such positions will more nearly reflect the percentage of women in California's population (ACR No. 36).

Therefore be it resolved that HRC calls on the Governor, and all other officials and agencies making appointments at the state level, to do all in their power to insure that California women as well as all of California's minorities be represented on State boards commissions, committees and councils.

HRC:WCR:dej
5/10/74
Resolution 5-74
Adopted by HRC 5/9/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

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* Minutes of the Meeting of May 23, 1974 *

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* NEXT MEETING: June 13, 1974 *

* Thursday *

* Commission Room, Third Floor *

* Main Library, Civic Center *

* 9:30 A.M. *

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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Curtis McClain, Earl Raab, Eduardo Sandoval, Louis Simon, Harvey Wong.

Excused: Rev. George Bedford, Joseph Garcia, Earl Livermore, Rev. Victor L. Medearis.

Staff

Present: William Becker, Carlos Carillo, Sandy Shapiro, Jay Fernandez, Wayne Redus, Gail Roberts, Edith Witt.

Pledge of Allegiance

Minutes of May 9, 1974 approved.

COMMUNICATIONS

- From J. W. Hull, President, The Pacific Telephone and Telephone Company, acknowledging the HRC letter on emergency bilingual telephone service, and stating that the company is currently involved in a review of the subject and will respond to the HRC more fully about June 1, 1974.

- From H. A. Gerrish, Vice President, PT & T, a copy of a letter sent to two legal defense organizations, announcing that a special study of emergency Spanish language calls will be completed by July 1, 1974, and that results of a further evaluation of the study (to determine and establish an object time in which a Spanish-speaking operator is reached by persons---speaking only Spanish---who place an emergency call) will be reported to the community not later than August 1st, and made effective on a company-wide basis not later than October 1, 1974.

- From Ms. Wendy Bertrand, Steering Committee Member, Organization of Women Architects, responding to the HRC's recent Part I of Architects and Engineers Report - Yerba Buena. Ms. Bertrand discussed in detail a number of recommendations to strengthen the HRC's affirmative action work with architectural firms.

- From Ms. Daisy Avery, 1973-1974 recipient of a scholarship under the Martin Whitted Memorial Award (supervised by the HRC), an application for extension of her award, which was granted in a letter to her from Commissioner Curtis McClain, chairperson of the HRC's Ad Hoc Committee on the Martin Whitted Memorial Award.

- From State Senator George R. Moscone, requesting HRC's endorsement for State Senate Bill 2020 and Senate concurrent Resolution 125 (which will facilitate school breakfast programs in San Francisco).

- From Senator Moscone, attaching a copy of his State Senate Bill 2176 which would "express legislative intent regarding government boards of school districts taking affirmative steps in order to rectify language deficiency of limited-

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English-speaking and non-English-speaking pupils enrolled in public schools." This is in relation to the HRC's previous official position urging San Francisco Unified School District response to the U. S. Supreme Court decision in Lau vs. Nichols.

- From Lane E. DeLara, Associate Superintendent, Operations, and Instructions, SFUSD, informing that the District is undertaking a feasibility study in regard to a breakfast program for students, and stating that the HRC concerns in this area were noted.

- From The Rev. Charles C. Song, Minister, San Francisco Korean United Methodist Church, accepting his appointment to the HRC's Social Programs Committee, and noting that he is the first Korean ever to be appointed to any committee of the City of San Francisco.

- From State Senator Milton Marks, thanks for HRC support of his Senate Bill 1870 which would require State agencies to categorize Filipinos for any statistical tabulation of minority groups. On May 13th SB 1870 passed the Senate and was referred to the Assembly Governmental Organization Committee.

- A Memorandum of May 15, 1974 from the Personnel Department of the City's Civil Service Commission, sent to all appointing officers regarding utilization of bilingual personnel. This is in response to HRC's request that State Assembly Bill 86 be implimented in San Francisco. AB86 requires local public agencies to employ a sufficient number of qualified bilingual persons in public contact positions. The CSC Memorandum is a reminder that CSC Rules provide for appointments of qualified bilingual persons in order for departments to provide essential information and services. Director Becker noted that this Memorandum represents a major step in that the CSC cites its "exempt waiver" rule making possible the appointment of qualified bilingual people who may not be at the head of the eligibility appointment list.

- From Director Becker, to the Editor, San Francisco Chronicle, a letter of reaction to a column by Charles McCabe, "The Taboo of Race", printed in the Chronicle May 14, 1974. (Mr. Becker noted to the HRC that he had received community protests to the column confirming his reaction.) The full text of Mr. Becker's letter:

May 15, 1974

Editor
San Francisco Chronicle
5th and Mission Streets
San Francisco, Ca 94103

Editor:

Although one would hope that newspapermen would be especially responsible in presenting their viewpoints, it is a basic American premise that no one's viewpoint should be suppressed. Jefferson said that the antidote to distortion is the truth. Such an antidote should be applied to Charles McCabe's ill-informed column of yesterday.

The basic minisformation he is circulating is that there are immutable racial differences which make some groups more or less socially desirable. He suggests that black and white immigrants came to New York under the same social circumstances, and that they made different contributions because of racial differences. That makes as much sense as saying that Episcopaiians have a much higher average income in this country than Methodists--which they do--because of racial differences. It is hard to believe that McCabe is so completely ignorant of the fact that opportunity was closed to the blacks in the late 19th and early 20th centuries in ways that they were not to whites.

Further, it is hard to believe that McCabe is ignorant about the scientific knowledge we have on the subject of race--including the fact that the Irish and the Jews are not racial groups. The Jews, for example, cut across all the scientific categories of race. It is also hard to believe that McCabe read the B'nai Brith study he cites, because he distorts its content so badly. I suggest he arrange for some in-depth discussion with B'nai Brith people to clear up these distortions.

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To say there is a "taboo of race" in the face of the avalanche of articles, books, court cases, laws, TV programs, conferences, etc., is utter nonsense. There is not even a taboo on ignorance about race, as McCabe's column attests. There is a growing taboo against prejudice which seems to result in discussion of the bushman and the hottentots being a substitute for knowledge of social and economic discrimination today.

Sincerely,

William Becker
Director

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Commissioner Fine commended Director Becker on his excellent response to the Charles McCabe column. He suggested it be printed and circulated, with a copy to Mr. McCabe.

COMMITTEES

EMPLOYMENT

Rabbi Alvin I. Fine, Co-Chairperson

- Part 2 of Architects and Engineers Report - Susan Heller, Affirmative Action Officer.

Part I of this report dealt with McCue Boone & Tomsick, the Executive Architect of Yerba Buena Center. Part 2 covers the remaining architectural and engineering firms that hold City contracts. The report included statistical charts in support of the narrative. A chart showing the Composite of Architects, Engineers & Consultants Ethnic and Sex Employment Survey for Eighteen Firms (holding City contracts) is attached to these Minutes. The reporting period for the survey was between August, 1973 and April, 1974. Each of the eighteen firms had a contract over $10,000, and the aggregate total for all was $482,330. The City does award other contracts, some as small as $100.

The Human Rights Commission has multiple priorities for effective affirmative action in architectural and engineering firms. The most important is increased full-time employment for minorities and women in the professional and paraprofessional areas. Others include increased part-time and summer employment, pre-paraprofessional jobs for greater exposure to the fields, loan of professionals to assist in upgrading of minorities and women in paraprofessional positions and scholarship funds designed to increase the availability of minorities and women in these fields. Participation in the ESCMT (Engineering Societies Committee on Manpower Training) OJT programs is the key.

The composites show that there are very few minorities and only one woman in the principal category. In the professional category there are more minorities 22.9%, mainly Asians 12.5% and very few women 5.8%. If we group together Blacks, Spanish-origin, Filipinos and Native Americans their representation is 7.0% of the professionals, a very low figure. Certainly a good part of this low representation of females and Non-Asian minorities is due to the fact that so few have degrees in technical fields, especially engineering and physical sciences.

The composites indicate that 35.8% of the technicians are minority, and 13.9% are women. Some of the firms have over the last few years taken 3 or 4 ESCMT draftspersons and the impact can be seen in the statistics. Recently, ESCMT has been actively recruiting minority female applicants for entry level technician classes and as ESCMT is a major source of minority candidates in the technical field, changes should result in the next two years.

The composites show that most of the support staff are White women-75.7%. Only 16.2% are minority. The HRC should analyze the present referral sources used by these firms and make recommendations to increase minority participation in support staff.

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Recent research has documented the low numbers of women and minorities in the field of engineering. A report on an Massachusetts Institute of Technology Workshop of April, 1974 concludes that only 1% of the country's engineers are women and scarcely more than that are scientists. Also, interest of women in these areas has decreased slightly in the last six years. The Sloan Foundation has come to the same conclusion about Blacks and other minorities in the field of engineering. Recent estimates indicate that Blacks make up less than 1% of the engineering profession and the first step must be creating an interest in this kind of career pattern in secondary schools or before. The Sloan Foundation will spend between 12 to 15 million dollars in the next five to seven years to recruit and retain minority engineers.

ESCMT is currently focusing its energy in the areas indicated in the research cited before, specifically professional education. While it continues to operate the entry-level drafting program, ESCMT has expanded its scope. First, five firms are participating in an upgrading program for draftpersons in engineering firms. Secondly, it is sponsoring 13 graduates of the entry level training program to further their technical education through the scholarship fund. Last year more than $6,000 was raised and allocated to scholarships. ESCMT also offers free summer job placement for minority and female 3rd and 4th year architectural and engineering students. Bechtel Corporation has made a commitment to hire 10 students this summer and there are over 50 other commitments from firms in the Bay Area.

ESCMT has written a proposal to provide engineering information and education to students from grade 8 through college. This would include counseling, tutoring, exposure to engineering through summer jobs, and scholarship information. Stanford University, the Sloan Foundation, the San Francisco Office of Economic Development, and the San Francisco Chamber of Commerce have shown interest in the proposal. One part of the proposal is to utilize minority students in technical curriculums at 3 universities to work with students in engineering tech curriculums at 9 junior colleges who would in turn work with minority students in pursuing an engineering career in 27 high schools in the Bay Area.

- Public Utilities Commission Minority and Female Utilization Report on Professional Services Contacts - George Newkirk, PUC Employment Contract Compliance Officer.

Mr. Newkirk referred to charts showing the breakdown for Black, Spanish-American, Asian, Other, and Women employees in eight firms with PUC contracts. The firms employ a total of 505 persons; 19% are minorities. They represent eight of the nine firms that are presently performing under a professional services contract with PUC. The ninth is Bechtel, Inc., which was not included, said Mr. Newkirk, because he is in the process of reviewing and gathering information on its Affirmative Action Program and employee status. The eight contracts here represented a dollar value of $1,208,134.

Mr. Newkirk said that most minorities in the engineering field are Asian with very few Chicano or Blacks participating. The chief reason was the lack of financing for minority placement programs and the financial burden for engineering school supplies and tools for students. He has made a request to the Manpower Training Council for a grant of $23,100 to supply summer jobs for minority and female engineering students to work with the PUC.

It was

*****m/s/c that the HRC support the Public Utilities Commission proposal to the Mayor's Manpower Training Council for a grant of $23,100 to pay salaries for minority and female engineering students for the summer.

There was discussion among Commissioners and with Mr. Newkirk of problems in minority participation in engineering jobs including the expense of tools and supplies needed in formal education in engineering, and career counseling at the high school level.

- Doug Barker, Executive Director, Engineering Societies Manpower Training Committee (ESCMT)

Mr. Barker summarized the new ESCMT programs underway during 1974, in addition to its continuing On-The-Job-Training Program for beginning architectural and engineering draftsmen and soils testing laboratory technicians. The OJT program to date has trained approximately 125 persons. Counseling was

made available to students beyond their training. Presently, twenty-five persons are in the program, including 5 Chicanos, 4 Filipinos, 3 women (one Black), and 13 Black men.

The Employee Upgrading Program of 27 weeks (presently under submission for a U.S. Department of Labor funding grant) will be for a maximum of five graduates of the OJT Program to further develop individual skills. This is, said Mr. Barker, the first program of its kind in this part of the country.

Five architectural firms also will be seeking funds from the Manpower Training Council for upgrading programs.

The Professional Education Program attempts to find summer jobs for junior and senior minority engineering students from the University of California, Stanford, and Heald's College. Twenty-three summer jobs were provided in 1973; it is hoped sixty will be provided this year.

Mr. Barker said that the Sloan Foundation has estimated that the United States will need approximately 45,000 to 60,000 engineers in all fields in the next ten years. This in addition to the 44,000 now being graduated annually. Less than 10 per cent of the graduates now are Black; over half of them come from Black schools in the South. In the Bay Area, in the last five years, the three engineering schools produced only forty Black engineers, he said. Only twenty-five schools in the U.S., Mr. Barker said an ESCMT survey showed, graduated more than five Black engineers.

ESCMT hopes to establish a counseling program beginning in the eighth grade by utilizing engineering students in high schools, junior colleges and four-year schools as role models for this work. The schools, he said are in agreement, but the funding has not been obtained. The Federal government and the Sloan Foundation have been asked for funding (approximately $180,000 needed for a three-year program).

Mr. Barker repeatedly stressed that there are many engineering jobs opening and open in this area. He said in the City in April there were fifty jobs for engineers, and forty for draftsmen. He said the beginning salary offers were very high.

Approximately twenty per cent of the cost of ESCMT is provided by the U.S. Department of Labor, and the rest is contributed by the participating firms.

- Request for HRC endorsement of Assembly Bill 3452 (Foran) - Wayne Redus

This is a companion bill to the State Senate Bill 1870 (Marks) which would require State agencies to categorize Filipinos for any statistical tabulation of minority groups.

It was

*****m/s/c that the HRC endorse Assembly Bill 3452.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Request for Human Rights Commission Support for the Golden Gate Neighborhood Centers Association's Project for Teenage Girls - Commissioner Simon

The Golden Gate Neighborhood Centers Association is seeking approximately $60,000 through the Mayor's Criminal Justice Council for a project involving teenage girls, to provide counseling and relevant social programs for some 100 girls who have been referred from the Schools and Juvenile Court for demonstrating behavior problems.

It was

*****m/s/c that the HRC send a letter of support on behalf of the Golden Gate Neighborhood Centers Association to the Mayor's Criminal Justice Council.

- Chairperson Bartlett at this point reported that he had appeared that

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morning before the State Senate Subcommittee on Nutrition and Social Needs, on the invitation of its chairperson Senator George R. Moscone, to present the HRC official position on the establishment of a school breakfast program for pupils in the San Francisco Unified School District.

- Action on previously-scheduled agenda items, endorsements of Senate Bill 2176 (Moscone) Appropriation for Bilingual Education, and Assembly Bill 3415 (McCarthy) Increasing Funds Available for Mentally-Gifted Pupils, were postponed for further Youth and Education Committee study. Commissioner Simon said there was no time pressure in taking action on these bills and that the Committee did not have reservations about the principles involved, but wished to hear from their sponsors further, before bringing a recommendation to the full HRC.

- Request for HRC Authorization to Submit Alcoholism Prevention Among Adolescents Through Peer Counseling Proposal for Funding Under State Senate Bill 204.

It was

*****m/s/c that the HRC approve the application for funding under SB 204 for alcoholism prevention among adolescents through peer counseling and authorize its staff to take the necessary steps to support the application, and to process it to the Board of Supervisors. If funded, the HRC will make every possible effort to achieve the goals of this program.

The funding sought is $6,500.

- Multi-Cultural Awareness Pilot Programs at Portola Junior High and Daniel Webster Elementary Schools - Commissioner Giles

The Committee recently heard a description of these programs from Grandvel Jackson, Supervisor, Community Relations for the San Francisco Unified School District, and William Keesey, Principal of Portola Junior High.

Before discussing the Pilot Programs, Mr. Jackson described the variety of multi-cultural awareness programs operating in the District including a component under the Emergency School Assistance Program funded by Federal money. The HRC had formally proposed to the Board of Education its adoption of a policy on multi-cultural awareness and the institution of pilot programs by second semester, 1973-74. As a result, the policy commitment was adopted and two pilot programs, one at Portola Junior High and one at Daniel Webster Elementary Schools; are operating. It is hoped that these programs will be a model for other schools to follow.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Recommendations for Positions on Certain Recommendations of the Fair Housing Planning Committee

The HRC previously has taken a position with respect to a number of the recommendations of the San Francisco Fair Housing Planning Committee. Since the Board of Supervisors may soon be holding hearings on these Recommendations for the Racial Ethnic and Economic Integration of San Francisco's Neighborhoods, the Committee deems it timely for the HRC to take action on the recommendations not heretofore considered. (Copies of the full report of the FHPC are available from HRC.)

Commissioner Heilbron presented the points separately:

1. Neighborhood Measures To Preserve and Expand Housing Opportunities

2. Improve Residential Insurance Policies and Practices.

This deals with the improvement of residential Fair Plan insurance policies and practices for the principal purpose of establishing premiums for home-owner coverages at the same rates for the same risks throughout the City. Also, it would include prohibition of discrimination on the basis of sex and marital status in residential property insurance.

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The City would have to obtain State legislation to authorize the program.

It was

*****m/s/c that the HRC approve Point I.2.

5. Support Cooperative and Condominium Ownership by Low and Moderate Income Neighborhood Residents

This seeks to support cooperative and condominium ownership by low and moderate income residents. This would be done through the aid of a proposed nonprofit corporation. The Committee recommendation to the HRC was with the qualification that the necessity for establishing a nonprofit corporation be further investigated.

It was

*****m/s/c that the HRC approve Point I.5. with the qualification stated above.

II. Citywide Measures to Expand Housing Opportunities

7. Include Civil Rights Impact in Environmental Impact Reports

This recommends that the City Planning Department include a statement of civil rights impact when it makes its environmental impact reports. This can be done without further legislation. The Committee recommended support for Point 7 "when the purpose is not to perpetuate discrimination in housing."

It was

*****m/s/c that the HRC approve Point II. 7.

II. 8. Require a Civil Rights Review of City Plans and Actions

This requires a civil rights review of City public agency plans and actions before projects are undertaken. The principal purpose is to protect equal opportunity in housing, jobs, and education. The Committee recommended approval with the addition on the suggestion of Commissioner Fine: "It is the HRC view that the same principle should apply to the San Francisco Unified School District.

It was

*****m/s/c that the HRC approve Point II. 8.

II. 9. Establish a Development Incentives Program for a Proportion of Low and Moderate Income Units in Large Residential Developments.

This seeks to establish a development incentives program for a proportion of low and moderate income units in large residential developments. The Mayor and Board of Supervisors are requested to set up a procedure to work out the details of such an incentive program.

It was

*****m/s/c that the HRC approve Point II. 9.

II. 10. Investigate the Use of Mobile Homes for Ownership

The Committee made no recommendation on this point and no action was taken by the HRC.

III. More Equitable Tenant-Landlord Relations

15. Compensate Tenants Displaced by Private Owner Demolitions

This seeks to compensate tenants displaced by private owner demolitions. The Committee recommended approval with the qualification: "when the reason for demolition is for more profitable (e.g., commercial) use."

It was

*****m/s/c that the HRC approve Point III. 15. with the above qualification.

III. 16. Establish a Rent Grievance Board to Arbitrate Complaints of Excessive Rent Increases.

This seeks to establish a rental grievance board to arbitrate complaints of excessive rental increases. This involves legal questions upon which the Committee is seeking advice before making a recommendation, hence the HRC took no action at this time.

- Recommendation for HRC Endorsement of Assembly Bill 2090 (Kapiloff and Green) to Enable Cities and Counties to Require Some Low and Moderate Income Units in Residential Developments.

This would authorize a City or County to require by Ordinance as part of the construction of residential dwelling units of 10 or more inclusive therein of low and moderate income housing to implement the housing element of the General Plan of Development of the City or County.

This is consistent with Point II. 9. above.

It was reported that the City of Los Angeles had asked for this bill with the 10-unit figure. The Fair Housing Planning Committee has recommended a fifty-unit figure, but this bill would establish the City's authority, and the number of units could be a separate question.

It was

*****m/s/c that the HRC endorse Assembly Bill 2090.

SOCIAL PROGRAMS
Commissioner Harvey Wong, Chairperson

- Update Report on Filipino Veterans Hearings - Ed Ilumin

This issue, which involves the attempt of the U.S. Immigration and Naturalization Service to deport a number of Filipino veterans of World War II who fought with the U.S. Armed Forces in the Far East (Philippines) on the basis that they are not naturalized citizens. On February 14, 1974 the HRC endorsed HR 11963 (a bill which would make these men eligible for application for citizenship for themselves and their families), and communicated its concerns to the Immigration Service which was moving to order deportation. Chairperson Bartlett requested this Update Report May 9, 1974.

Mr. Ilumin gave a detailed report on the official and legal positions of the Immigration and Naturalization Service, and of the attorneys for the Filipino-American Veterans. He reported that the presiding judge in the case (which is being determined in the courts, pending which deportation action is suspended) has stated his opinion that there is a question about rights having been violated. Legal counsels for the veterans have been asked to prepare a brief to explain to what extent the Constitution protects native inhabitants of U.S. Territories (which the Philippines was until July of 1946). The Court will set a hearing on the briefs and the INS counter sometime around September 4, 1974.

Mr. Ilumin also reported that Board of Supervisors on May 20 voted to accept two grants from the California Arts Commission to the San Francisco Art Commission for the Filipino Creative Center. The HRC endorsed the Filipino community efforts to achieve a neighborhood arts program in April of 1973.

- Special Order - Report and Discussion of the Riverside Conference of Human Rights Commissions - Commissioner Giles and William Becker

This Conference, held in March, was co-sponsored by the City of Riverside, the Riverside HRC, the Riverside Chamber of Commerce, and the University of California at Riverside. Commissioner Giles represented the San Francisco HRC. She said the organization of the Conference was exemplary. She reviewed briefly the agenda of workshops on police/community relations, housing, employment, and education.

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The main issue at the Conference, she said, was a proposal by'Human Relations Commissions in the Riverside area for the establishment of a statewide mechanism to support and provide assistance to Community/Human Relations persons." The proposal, said Commissioner Giles, was very broad and detailed.

Commissioner Giles said there was a great deal of debate about this proposal when introduced, and considerable resistance expressed. She said many HRC representatives there preferred not to take a supportive stand on this proposal. Commissioner Giles said such a mechanism might be of particular advantage to smaller commissions, while larger ones would have much to give to them.

Director Becker reported at the most recent meeting of the Northern California Association of Human Relations Directors the Riverside Conference proposal was the chief topic of discussion. Most representatives there had considerable reservations about the proposal, based on the fact that local commissions' authority comes from laws enacted by local governments, an authority which can't be transferred to a statewide organization. A practical consideration is that to carry out the elaborate program outlined in the proposal would require a large staff and budget, and funding would be extremely difficult to obtain. He referred to the International Association of Human Relations Agencies, to which the San Francisco HRC belongs, and its dependence on the Equal Employment Opportunity Commission for its educational programs, which are all in the field of employment.

Mr. Becker said he will respond to the April 1 letter from Robert J. Smith, Chairman of the City of Ontario Community Relations Commission, who asked that this be on our agenda for discussion, expressing the above reservations. He said he hoped that the NCAHRD could be a sponsor of an occasional educational conference to fill the gaps now not being met by the national organization.

DIRECTOR'S REMARKS

- Jay Fernandez was introduced. He is the Community Relations Representative replacing Shone Martinez on the HRC staff.

- It was announced that the Council for Civic Unity will hold its annual dinner, this year honoring the San Francisco Lawyers Committee for Urban Affairs, on Wednesday, June 12, at Joe Jung's Restaurant.

NEW MATTERS

*****Commissioner Fine asked if the HRC might not wish to have a part in the planning of events in San Francisco to mark the Bicentennial Anniversary of the nation and the City in 1976.

REMARKS FROM THE AUDIENCE

- Richard Grossman, a private citizen and resident of the Haight-Ashbury District, asked that the HRC consider objections of some residents of that area to the Rehabilitation Assistance Program as presently proposed. Mr. Grossman was asked to contact Edith Witt, the HRC's Housing Representative on this matter. Briefly, Mr. Grossman said some residents feared the RAP program presently would benefit largely contractors and landlords.

CALENDAR MATTERS

- The next meeting of the HRC will be June 13, 1974, at 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, June 20, 1974 Cathedral House Library Grace Cathedral 1051 Taylor Street	9:30 a.m.
Youth and Education	Thursday, June 20, 1974 Cathedral House Library Grace Cathedral 1051 Taylor Street	3:30 p.m.

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Housing and Urban Development	To Be Announced
Social Programs	Tuesday, June 11, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Wednesday, June 5, 1974 4:00 p.m. Jewish Community Relations Council 583 Market Street
Native American Advisory	No Meeting Scheduled

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

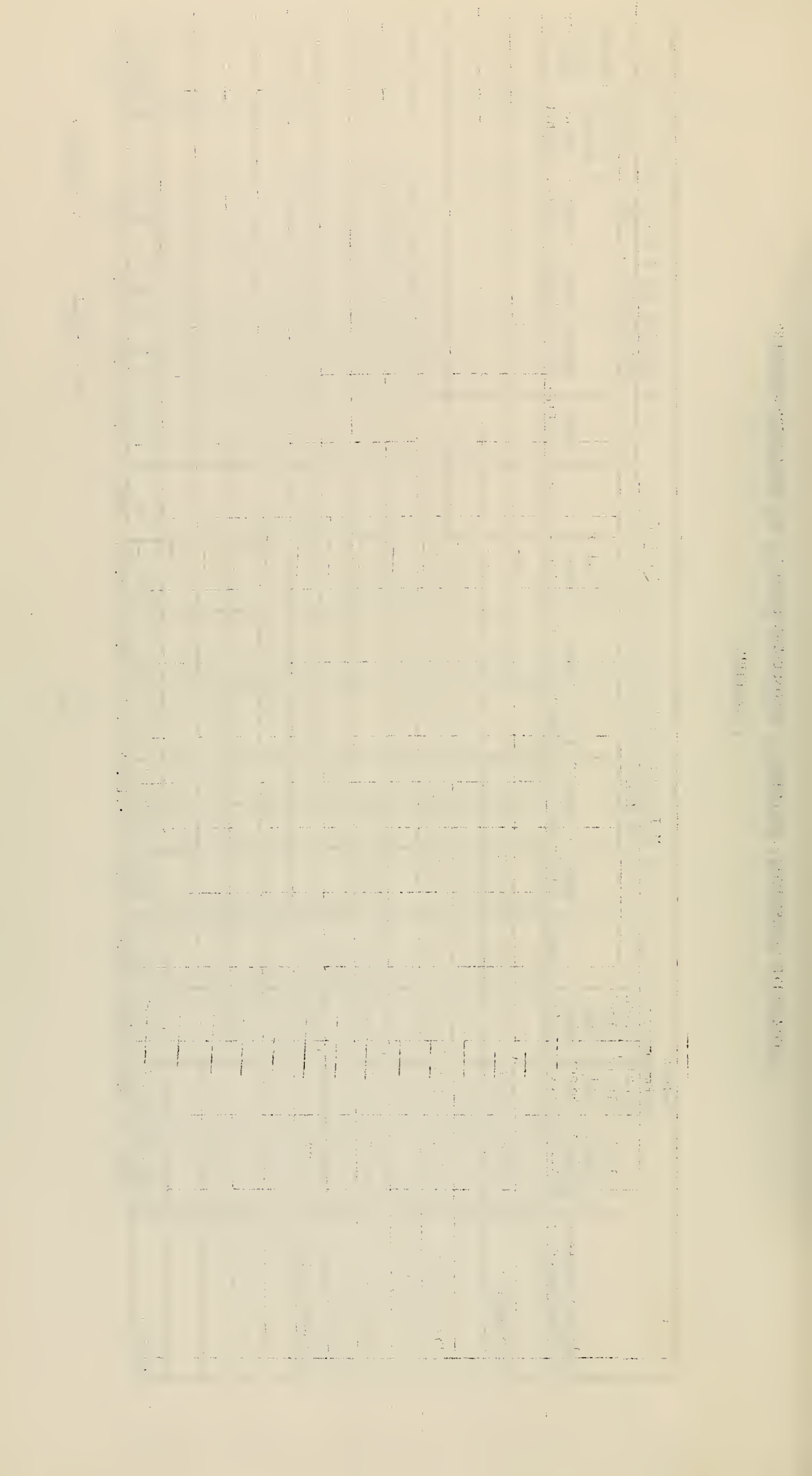
WB:JC:cc
Attachment/Composite of Architects, Engineers and Consultants Ethnic and Sex Employment Report.
5/29/74

COMPOSITE OF ARCHITECTS, ENGINEERS & CONSULTANTS ETHNIC & SEX EMPLOYMENT REPORT

18 FIRMS

Employee Status/ Job Categories	Total Employees			MINORITY GROUP EMPLOYEES													
				MALE							FEMALE						
	Including Minorities	Male Including Minorities	Fem. Including Minorities	Black	Span. Orig.	Asian *C	Asian *J	Filipino	Amer. Ind.	Other Non White	Black	Span. Orig.	Asian C*	Asian *J	Filipino	Amer. Ind.	Other Non White	Total # of Minority
Principals	66	66	0	0	2				0									2
Professionals	294	278	16	4	9	32	2	2	1	8	1		1		1	1		62
Technicians	129	115	14	16	15	7			1	3								42
Support Staff	92	8	84	1							4	4	1		2			12
Total	581	467	114	21	26	39	2	2	2	11	5	4	2		3	1		118
	100%	80.37%	19.62%	3.61%	4.47%	6.71%	.34%	.34%	.34%	1.89%	.86%	.68%	.34%		.5%	.17%		20.30%

*C - Chinese *J - Japanese



HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of June 13, 1974

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* NEXT MEETING: June 27, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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NOTE: See Under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rabbi Alvin I. Fine, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Curtis McClain, Harvey Wong

Excused: Rev. George Bedford, Louis Garcia, Earl Livermore, Rev. Victor Medearis, Earl Raab, Eduardo Sandoval, Louis Simon

Staff

Present: William Becker, Dan Amerson, Frank Anderson, Jack Casford, Jay Fernandez, Lily Lee, Wayne Redus, Gail Roberts

Pledge of Allegiance

Minutes of May 23, 1974, not approved due to lack of a Quorum.

COMMUNICATIONS

• From Chairperson Bartlett to each member of the HRC staff, a letter acknowledging the tensions under which most members of the staff have been working as a result of uncertain financing, civil service actions, etc, and expressing appreication on behalf of the Commissioners for their work and commitment, and pledging them support.

• From J. W. Hill, President, The Pacific Telephone and Telegraph Company, responding to Chairperson Bartlett's letter regarding the HRC resolution on bilingual service, and his follow-up letter of May 29. Mr. Hull described the establishment of the Spanish Language Assistance Bureau as part of the Pacific Telephone actions to "alleviate the problems of non-English-speaking subscribers and users of Spanish origin." Mr. Hull quoted a Public Utilities Commission Decision that said, in part, "The steps already taken by Pacific appear reasonable and no further requirement will be made at this time."

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- From Lane E. Delara, Associate Superintendent, Operations and Instruction, San Francisco Unified School District, stating the District's complete accord with the HRC's Affirmative Action recommendations regarding the position of Compliance Officer. Superintendent Morena will designate Dr. Kennedy to serve in this function and the suggestion that HRC Compliance Officers report to a SFUSD Affirmative Action Committee which will be set up if the School Board approves.

- From Speaker of the California Assembly Bob Moretti, thanking the HRC for its support of his AB 3109 (he is a co-sponsor).

- From Rebecca A. Mills, President, Advocates for Women, thanks for the help of HRC staff member Alberta Grant.

- From Pearl Hsiang, the Youth in Government student who was honorary Director of the Human Rights Commission recently, thanks for the hospitality and information provided her by staff. A student also was a guest of Chairperson Bartlett on Youth in Government Day.

EMPLOYMENT
Rabbi Alvin I. Fine, Co-Chairperson

- Civil Service Report - Frank Anderson

Mr. Anderson's was a two-part report, on the two areas of activity the HRC has with the City Civil Service Commission: the Civil Service Task Force, and the Complaints Caseload the HRC carries.

The Task Force of the San Francisco Civil Service Commission is an advisory committee formed in 1970 by the CSC (at the request of the Human Rights Commission) to advise the Civil Service Commission on matters concerning minority and female employment. Membership is made up of representatives of ethnic and community groups, labor, the Mayor's Office, CSC staff, City department management, business, and the HRC. Appointments to the Task Force are made by the President of the Civil Service Commission for a term of one year. As was done in previous years, at the end of 1973, the work and membership of the Task Force was evaluated in order to improve the forthcoming term. The 1974 Task Force was reorganized to include the representation of some communities which had not been previously represented. The organizational make up of the Task Force is geared at tapping the expertise, interest, and general resources of concerned parties in regards to the employment of minorities and women within City Civil Service.

The Task Force agreed after study and discussion that the following would be priority concerns (this listing is not according to rank):

- Part-time jobs and flexible hours: The development of work assignments for less than 40 hours per week and split shifts/hours.

- Rule of One: Proposal to change the rule of one, certification of the top name off of a list to certification of anyone on a list, using the affirmative action approach.

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- Internal affirmative action structure of CSC: Development of an internal monitoring system and procedure through the CSC system for affirmative action.

- Usage of upgrading and training: Upgrading lower level employees to higher rank positions via training programs.

- Arrest and conviction records: Proper evaluation of background investigations of conviction records and the elimination of judgment based on arrest rap sheets.

- Oral board selection and procedures: Adequate representation of minorities and women on oral boards and proper affirmative action instruction to the boards.

- Rule revision: Change CSC rules to allow for flexibility in regards to timely employment problems.

- Appeal/Protest procedures: Development of concise procedures in lay terms to be followed in protesting and appealing CSC decisions.

- English language requirements: Altering restrictive requirements for bilingual applicants.

- Selective certification: Increase the use of cerfifications of applicants with bilingual and/or bicultural skills, as opposed to the exclusive use of rule of one certification.

- Retirement fund: Stop the discriminatory practice of different benefits and pay schedules for men vs. women in the retirement system.

- Job announcements: Timely and adequate distribution of job announcements to community organizations, so effective recruitment can be done.

- Non-Civil Service appointments: Using NCS appointment which are less than 90 days of employment as an affirmative action tool for minorities and women.

Since the first of this year (1974), Mr. Anderson said, two significant achievements have been accomplished by the Task Force:

1. The Task Force, for the layman, with the assistance of Mignon Collins of the CSC staff, developed a step-by-step outline of the Protest and Appeal Procedures concerning examination matters of the Civil Service Commission. This document has been distributed to community organizations to assist them and their clients with City employment.

2. The Civil Service Commission staff held an Open House April 16, 1974, for community agencies and Task Force members to discuss the workings of Civil Service and related matters. The objective was to provide information and stimulate community interest in the merit system. This was the first time this had been done and as such is a breakthrough and good beginning for furture sessions. The Open House was attended by approximately seventy-five persons, mainly community people.

The Open House provided a forum of exchange between community persons and Civil Service staff. The format of formal presentations to the group and the overly defensiveness of the speakers to the audience hampered the effectiveness of the session. However, during the question-and-answer segments some meaningful discussion took place. Many of the same problems and issues raised in the report on Civil Service Complaints were discussed. CSC staff has indicated a desire to have a follow-up session on concerns raised at this meeting. Also, Director Becker and Frank Anderson will be meeting soon with Civil Service management staff to follow-up on the HRC complaint report.

Mr. Anderson said the HRC was most concerned that the Task Force be a "two way operation," i.e. that Civil Service provide the community organizations represented on the Task Force with information to take it back to the communities. This requires all Task Force members to involve themselves fully, which a number have not done.

- Civil Service Complaints Caseload

The one single activity which continues to take up a major part of Mr. Anderson's staff time is that of complaint processing. When a minority person feels he/she is being treated unfairly or discriminated against by the San Francisco Civil Service Commission, that person has recourse to action by filing a complaint with the Civil Service Commission. However, 80% of the people who contact the Human Rights Commission in regards to a Civil Service problem are not aware of this basic fact. The first service provided a complainant is information, informing the complainant of his/her rights.

Civil Service complaints come via telephone (55%), mail (15%), or by personal visit to the HRC (30%). Professional referrals from community organizations account for 40% of the cases received.

The complainant answers (usually verbally) a set of standard questions which includes the name of the respondent, the date the alleged discrimination took place and the facts surrounding the complaint. Then investigation is begun on the validity of the complainant's allegation. This is done through a formal contact with the respondent to ascertain the facts of the case as he/she regards them. Once both sides have been heard, a preliminary determination is made as to whether there is probable cause for discrimination. If the complaint seems to have a measure of validity, a vigorous program of conciliation is attempted with the respondent (i.e. CSC/a City department). In many cases the respondent will cooperate fully and make some concession to the aggrieved party. In cases where the respondents are uncooperative, the complainant is assisted in formally requesting a Civil Service Commission hearing. The Civil Service Commission is the final hearing/appeal body, unless pre-empted by the courts.

HRC investigative procedures have three major purposes:

1. Help disadvantaged persons (know their rights) deal/cope with the complex Civil Service system.

2. Solve or resolve the complaint fairly and satisfactorily.

3. Make recommendations to prevent the reoccurrence of the problem.

The disposition of Civil Service complaints are done in the following manner:

Conciliation

a. Informal: informally resolving the complaint/problem without a formal CSC hearing. Usually this is done by informal conciliation at staff level of CSC and/or the department.

b. Formal: a formal request to the Civil Service Commission for a hearing for final judgment and disposition of the complaint.

Fewer than 25% of the discrimination complaints brought to the HRC result in a formal Civil Service Commission hearing. Seventy-five per cent are satisfactorily adjudicated during the conciliation process or dismissed, without publicity. This means that nearly all the Human Rights Commission's Civil Service Commission complaints are conducted confidentially, in keeping with the spirit of Ordinance 12A, for constructive and discreet mediation, conciliation, and persuasion.

This has meant, said Mr. Anderson, that the HRC has been successful in preventing the weighing-down of the CSC calendar with complaints cases, and in making it unnecessary for formal complaints to be filed with the State Fair Employment Practice Commission or the Federal Equal Employment Opportunity Commission. Complainants are informed of their rights to file with these other agencies. The fact is, however, these agencies have heavy backlogs of cases and a complainant may wait six months or a year before they can be handled.

During 1973 Mr. Anderson processed more than 118 Civil Service complaints, both formally and informally as outlined above.

The bulk (over 50%) of HRC-Civil Service complaints are generated during the pre-employment stages, the others are post-employment (in-service) problems. The pre-employment complaints are generally developed during anyone of the following stages prior to hiring.

The following re-occurring trends are found in an analysis of the problem areas in the Civil Service system via complaints:

Qualification Requirements:

All job announcements except those for a small number of entry (low skill) classifications, still show a requirement for a specific amount of education. Yet, due to virtually no examination validity studies by the CSC, there is no empirical data to demonstrate that required education is needed to successfully perform the job task. Often a person will be able to (or have) perform the job (i.e. limited tenure appointment), but does not qualify to take the examination.

Applicants should only be required to possess knowledge, skills and a background necessary to perform the job; extraneous educational requirements should be dropped as minimum educational requirements.

Recency of Experience and Education:

Time restriction on experience and education is discriminatory, especially

as a pre-employment requirement. Physical (height and weight requirements) and sex qualifications are constant complaint generators, especially in the protective classes. These requirements should be dropped totally until they are proven to be a bonafide occupational qualification. Recent Federal court decisions have established this approach.

Recruitment:

The number one recruitment probelm is failure to reach (adequately recruit) minority applicants in classifications where there is a low minority representation, and an over-abundance of candidates for most jobs, especially entry level. Often because of a great number of applicants, announcements are open for a short time and closed immediately. It must be noted that this approach was originally taken to protect limited tenure employees, many who are minorities, allowing them minimum competition.

Examination and Selection:

The examination and selection process is the most protested and complaint-oriented area of the Civil Service system. The essence of this problem area can be simply stated; no validity studies have been performed for the examinations given. There is no data to support that the exams are fair, accurate, and job-related. Both content validity and performance appraisal studies are needed. Performance exams appear to be the least protested. There is no one form of examination (i.e. oral, written, etc.) that is universally successful in assisting all minorities to get into the system. The testing approach must be altered for each classification.

The most needed and perhaps useful solution to the complaints in this area is a specific written justification of the reasons for disqualifications.

The general CSC phrasing of "failed" or "below passing", only frustrates and generates complaints thus bogging down the CSC with protests. A more detailed explanation would be helpful and expeditious.

Within the framework of HRC's concern for the system through which people are selected for jobs, the HRC has worked intensively with Civil Service staff to develop solutions to some of the problems described in these reports.

1. Recency of experience, as a minimum requirement, CSC staff has agreed that future job announcements would require recency of experience generally only in those areas where changes in occupational technology, tools, equipment, etc. were significant to the duties of the job.

2. Regularized announcement dates: It was agreed that the second and fourth Friday of each month would be the regular announcement dates for job openings.

3. Collection of data: It was agreed that a visual survey of certifications, indicating sex, race and classification be conducted at the time eligibles accept certified appointments. This date would indicate who is actually getting what jobs.

4. Refinement of reject/fail notices: It was agreed that in the future, reject notices to applicants failing in the examination process would carry the

name of the CSC examining analyst, in an effort to facilitate inquiries regarding rejections ("below passing") notices.

5. Inter-agency rapport: It was agreed that a member of the HRC staff would be included in CSC staff orientations, to assist CSC staff in better understanding the role and objectives of HRC.

6. Accrediation: It was agreed that both CSC and HRC would have future discussions to develop procedures in handling the complex problem of unaccredited foreign college degrees. The HRC objective here is to allow the examination process to serve as the determining factor in regards to the ability of the candidates.

As an integral part of servicing Civil Service complaints, Mr. Anderson has served upon request as an advisor to the Civil Service Commission staff, City department personnel, EEOC, and community organizations such as N.A.A.C.P., National Organization of Women, Chinese for Affirmative Action, Employment Law Center, Public Advocates, Society for Individual Rights, Arriba Juntos, etc., in regard to City employment matters.

The role of the HRC as the third party, assisting the complainant with his/her rights and preventing monkey wrenches from crippling the system, and recommending changes to improve the system, will be a necessary on-going function of the HRC, Mr. Anderson said. Failure of a sympathetic organization to perform this role will continue the long-term hostility and mistrust that has plagued Civil Service so long and has developed an institutional gap between minority groups and City government.

Director Becker emphasized Mr. Anderson's approach as being based on two principles:

1. trying informally to resolve complaints swiftly, not duplicating the complaint investigatory roles of FEPC and EEOC, but avoiding the long-time complainants have to wait for action from these agencies because of their heavy backlogs, and

2. to learn from the handling of complaints what problems there are in the system and devising means to solve them, i.e. to change the system if necessary.

- Commissioner Fine announced that the next Employment Committee meeting would be Thursday, June 20, at Cathedral House, at 9:30 a.m. He announced also that he, the Director, and Mr. Redus have been meeting informally with new members of the Committee to discuss possible new areas of activity and to possibly intensify work in other areas already worked on.

YOUTH AND EDUCATION
Sister Mary Bernadette Giles, Co-Chairperson

- Board of Education Implementation of School Breakfast Program

A resolution of commitment of budget cafeteria funds for 1974-75 for expansion of a school breakfast program, $1,387,951, was adopted by the Board of Education at its June 11 meeting.

The Board, at its May 28 meeting had approved a motion by Commissioner Kidder that the Superintendent submit an application, since granted, for Federal funds for the School Breakfast Program. The District will provide a comprehensive school breakfast program in Fall, 1974 for all San Francisco public schools, except the fourteen currently provided for by the Mission Rebels programs.

Planning for the September implementation of the program can now begin.

Board of Education Commissioner Lee Dolson, in his June 3 letter to Chairman Bartlett, stated in part: "The positions taken by the Human Rights Commission are, for me, always quite persuasive (--e.g. please note the language I used in proposing the School Breakfast Program resolution). Please accept this brief note, then, as a general 'thank you' for the many positive statements that you have sent on to me, and which, in many cases have not previously been acknowledged."

The San Francisco Unified School District is eligible for special State reimbursement under the definition of an "especially needy" school district.

- Outcome of Report to the Board of Education on the Students Rights and Responsibilities Manual.

The Board of Education, because of the pressure of other matters, has postponed this report as its last two meetings. The HRC endorsed this report May 9 in principle, the exact wording not having been available at that time. The Evaluation Subcommittee of the Manual's Steering Committee is chaired by Gail Roberts. Teachers' organizations, the Parent-Teacher Association, secondary school principals, and other appropriate groups are represented on the Subcommittee.

There was discussion of the method of qualifying children for school breakfasts (some of them receive meals without paying, some pay half the cost, some pay the full costs). Parents report their income levels. No distinctions (e.g., separate lines for paying and non-paying pupils) are made in any way at the schools between the categories of pupils receiving meals. Staff was urged through the Youth and Education Committee to be kept appraised of this aspect. It was pointed out by staff that the decisions on categories are made at the central office of the School District, not by local school site staff.

POLICE LIAISON
Report by Director William Becker

- Committee Report

A meeting was held recently at the Police Department to discuss the Department's CABLE (Computer Assisted Bay Area Law Enforcement) system. The system's primary objectives are:

1. Immediate retrieval of information (on arrests, for example, for field officers).

2. Reduction and organization of reports

3. Management information.

The HRC Committee's concerns, Director Becker said, are focused on the problem area of who is able to extract this information and who is able to get it erased. He indicated that we lack technical knowhow to ask all the questions. The Committee was reassured that it is not possible for anyone not authorized (say an employer about a prospective employee) to obtain computer information. Indeed, said Director Becker, it may be more possible to guard computer tape information than that kept in conventional files.

Details discussed included:

What happens when a citizen checked out from the field has an outstanding warrant, pays the fine, but may be stopped again in a few hours. Mr. Becker said the Department says that every 24 hours an erasure tape is prepared that removes all paid-up warrants, and, in the interim, a symbol meaning "paid" is put onto the tape next to the warrant record.

The disposition of expunged and sealed records. These records are not marked "expunged and sealed," they are erased from the tapes, the Committee was told.

The Committee felt that those in charge of the SFPD's CABLE system are sensitive to these and other concerns. A further report on these concerns and this issue will be made as the Committee develops expertise enough to ask the technical questions which may be the key to understanding CABLE.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Presentation on behalf of the Community Coalition for Education Opportunity (CCEO) Regarding its Proposal for U.S. Office of Education Funding of an Educational Opportunity Center Program.

Commissioner Wong introduced Mr. Leandro P. Soto, Executive Director of Arriba Juntos Center, one of the members of the Coalition (OBECA/Arriba Juntos, Asians Inc., Community Streetwork Center, UNITE, the San Francisco Community Rehabilitation Workshop, the Management Council, and the California Indian Education Association, Region IX. The Social Programs Committee endorsed this proposal June 11.

Mr. Soto explained the proposed program in detail. It requests $266,835 ($90,400 of which must be raised by the Coalition) to establish an Educational Opportunity Center in San Francisco to make post-secondary education available to persons from disadvantaged background so that they may thereby have the means to extricate themselves from social and economic dependency. The San Francisco proposals would establish a clearinghouse on educational information, provide tutorial and counseling services to persons already in post-secondary education or planning to be so, and by recruiting students among those of the City's disadvantaged who are discouraged or unaware of the many possibilities for self-improvement. Direct assistance at a central main office and a Hunter's Point area branch will be provided by a large force of volunteer tutors and by six counselors from the same backgrounds as the clients themselves.

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The Coalition proposal is competing with some 500 others submitted from across the United States.

*****Because of the lack of a quorum, and after questions to Mr. Soto and discussion, the Chairman was authorized to write a letter to the Office of Education, Department of Health, Education, and Welfare in Washington, D.C., stating that because of the lack of a quorum, it was the consensus of all those Commissioners attending the June 13 regular meeting of the HRC that informal endorsement of the Coalition proposal be made, with formal endorsement to be recommended to the next regular meeting of the HRC on June 27.

- Press Conference for Representative Patsy Mink - Jack Casford

This was a press conference for Rep. Patsy Mink, author of H.R. 9895, the "New American Education and Employment Assistance Act" or the "Gateway Cities Immigration Program." The HRC has endorsed this bill, which would help to provide basic social services to immigrants through Federal funding, thus helping to relieve local governments of these financial burdens. The press conference was held at the HRC offices May 24 with the HRC and Social Programs Chairperson, Commissioner Harvey Wong as hosts. Ms. Mink appealed for active support through endorsements, letters, telegrams, and witness appearances when possible for her bill. Hearings are to be opened possibly by late June or early July by the House Committee on Education and Labor.

DIRECTOR'S REMARKS

- The American Indian Cultural Fair and Pow-Wow will be held June 28, 29, and 30 from 10:00 a.m. to 12:00 p.m. at the American Indian Center, 225 Valencia Street, in San Francisco. It is sponsored by the American Indian Council, Inc., and further information can be supplied by calling 552-1071.

- Don Middleman, a member of the staff of the Philadelphia Commission on Human Relations, was introduced and welcomed as the HRC's guest.

- Ms. Joan Barr who has re-joined the HRC staff as a media consultant, as a result of an anonymous contribution, was introduced to the meeting.

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

- Ms. Geraldine Johnson, a private citizen, discussed a personal problem regarding her inability to be referred to public housing because she lacks a doctor's order to do so. Ms. Johnson also expressed her concern over the level of education provided public school students in San Francisco. Edith Witt of the HRC staff is working with Ms. Johnson for a resolution of her problems.

- The Rev. Stewart invited the HRC to send a representative to the twice-monthly meetings of the Citizen's Committee on Criminal Justice. He was asked to send notices of these meetings to the HRC offices.

CALENDAR MATTERS

The next meeting of the HRC will be June 27, Thursday, at 9:30 a.m. in the Commission Room of the Main Library.

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STANDING COMMITTEES

Employment	Thursday, June 20, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, June 19, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, June 25, 1974 12:30 p.m. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, July 2, 1974 10:30 a.m. HRC Offices, Room 509 1095 Market Street
Police Liaison	Wednesday, July 3, 1974 3:30 p.m. HRC Offices, Room 509 1095 Market Street
Native American Advisory	To be scheduled

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
6/20/74

6/27/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of June 27, 1974

DOCUMENTS
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* NEXT MEETING:  July 11, 1974    *
*                  Thursday        *
* Commission Room, Third Floor    *
* Main Library, Civic Center      *
*          9:30 A.M.              *
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THERE IS ONLY ONE MEETING IN JULY

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Gilles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Eduardo Sandoval, Louis Simon, Harvey Wong

Excused: Curtis McClain, Rev. Victor L. Medearis, Earl Raab

Staff

Present: William Becker, Frank Anderson, Joan Barr, Carlos Carillo, Jay Fernandez, Debbie Jackson, James Louie, Marilyn Morris, Wayne Redus, Gail Roberts, Edith Witt, Jack Casford

Pledge of Allegiance

Minutes of May 23, 1974 approved. Lack of a Quorum at the June 13, 1974 meeting had prevented their adoption.

Minutes of June 13, 1974 meeting approved.

COMMUNICATIONS

- From Augustus F. Hawkins, Chairman, Subcommittee on Equal Opportunities, Committee on Education and Labor, U.S. House of Representatives, stating that he has asked Representative Carl Perkins, Chairman of the Education and Labor Committee, to seek departmental reports from the Department of Justice and the U.S. Department of Health, Education, and Welfare, regarding H.R. 9895, the Representative Patsy Mink bill "New Americans Education and Employment Assistance Act." The HRC has endorsed and sought Congressional passage of this legislation. Mr. Hawkins said he hoped to schedule hearings on the bill in the near future.

- From George L. Newkirk, Employment Contracts Compliance Officer, San Francisco Municipal Railway, thanking the HRC for publicly endorsing the Public

-more-

Utilities Commission Summer Program for hiring Summer Minority Engineering Students.

- From State Assemblyman Leo T. McCarthy, stating his favorable vote for AB 3452, relating to statistical tabulations, a measure endorsed by the HRC.

- From State Senator Milton Marks, stating his support of AB 3452.

- From Supervisor Ronald Pelosi, stating his favorable vote at the Board of Supervisors on May 13, 1974 to pass an emergency ordinance providing local funds for the Emergency Employment Act program. Mr. Pelosi was responding to a letter urging such action from Chairperson Bartlett.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph R. Garcia, Co-Chairpersons

- Affirmative Action with Retail Department Stores: Lloyd A. Pflueger, Executive Director, San Francisco Retailers Community Relations Group; Glen T. Calvin, The Emporium Personnel Department, member of the RCRG Executive Committee.

Commissioner Fine briefly recapped the HRC's involvement, since its founding ten years ago, with the Community Relations Group. The Emergency Interim Committee appointed by Mayor John Shelly in 1963 dealt with three major tension points in the City at that time: the Palace Hotel sit-ins, the demonstrations over hiring practices on Auto Row, and a threatened boycott of downtown department stores. Negotiations on the latter issue, said Commissioner Fine, led to formation of the Group. The HRC, formed formally in 1964, began its negotiations immediately thereafter with the department stores. Since then, periodic reports have been made to the HRC by the Group on employment opportunity efforts and workforce representation.

Frank Anderson of the HRC staff made a progress report on his work and observations on Affirmative Action with the Retail Department Stores.

The retailing industry's many entry-level jobs provide an excellent opportunity and introduction for minorities, who are either minimum and/or non-experienced workers, to the world of work and business.

The HRC has been negotiating with the San Francisco Retailers Community Relations Group, made up of the twenty major downtown department stores, but has not had the benefit of the City's Nondiscrimination Contract Compliance Ordinance (12B) enforcement authority, since these department stores are not City contractors. The SFRCR Group provides ethnic statistics quarterly to the HRC and participates in a limited Christmas Job Program for out-of-school youth each year. Over the past two years, HRC staff has tried unsuccessfully to accelerate expansion of the employment activities with the development of an affirmative action employment program, including a specific request for employment information in a more meaningful form. A lack of both information and a specific year-round program has hampered the HRC's ability to deal effectively with the needs of the minority communities in regard to retailing employment and the upgrading of women.

Although minority employment participation doubled from 1963 to 1973 (13% to 27%), San Francisco's minority citizens are still under-represented in the department store industry. Women, along with minorities, are also under-

represented in management positions. Unless aggressive affirmative action is undertaken, it will take years for true equal opportunity to exist in this industry.

Since June, 1973, HRC staff and an ad hoc committee of Commissioners have had a series of meetings, collectively and individually, with members of the San Francisco Retailers Group to develop an affirmative action program. Developing an affirmative action program for this industry has been a long and tedious task, with participation not only from the department stores and the HRC's Commissioners and staff, but also meaningful input from community organizations such as the Baptist Ministers' Conference, the Employment Law Center, the National Organization for Women, the Japanese-American Citizen's League, Arriba Juntos, etc.

Mr. Anderson then introduced Mr. Pflueger of the Community Relations Group for his presentation of the Employment Opportunity Program.

Mr. Pflueger expressed gratitude for the cooperation and assistance of the HRC staff. The purpose of the Program (which was in each Commissioner's packet for reference, but which he did not discuss in detail or read verbatim) is to establish a workable program. He said the objective is to document the Group's purpose, policy, goals, and procedures for employment. Its aim is, he said, to provide equal opportunity for all persons at all levels in the store. The Program policy is "to recruit hire and promote employees in all job classifications based solely upon their individual qualifications and potential without regard to race, creed, color, sexual orientation, national origin, sex, or age, or any other nonperformance-related factor except where sex or age is a bonafide occupational qualification.

The goal of the Group, as stated is to "...have a comparable racial breakdown in its employees as exists in the population of the City..." The Program procedures outlined for member stores, each of which "will administer its own program," were on their recruiting system, selection process, record keeping, program for upgrading, and promulgation (information about the program).

Mr. Pflueger said the main purpose of the Program was to "...ensure measurable results at all job levels," such information to come from the member stores, and "...to be certain that all employees are treated equally." Responsibility for the Program is placed with the top management of each individual store.

In an Appendix, stating that "...these factors will constantly be changing..." the Program, said Mr. Pflueger noted six areas of activity, which were listed rather than given in detail for each member store. They are:

1. *"Age and Sex" bonafide occupational qualifications*
2. *Recruiting System (methodology used by stores)*
3. *Tests used by member stores*
4. *Conviction record policy of member stores*
5. *List of jobs which fall in each job group*
6. *Practice of upgrading*

Mr. Pflueger concluded by saying that if the HRC adopted the Program as outlined, the member stores would then develop the Appendix information.

Commissioner Simon moved adoption of the Program and was seconded by Commissioners Sandoval and Livermore.

Director Becker stated that it was not the intention of staff to ask the HRC to adopt the Program of the Community Relations Group at this time and place it on record as endorsing the details of it. It was the intention, rather, to bring it as a progress report to the Program as presented:

1. It had been the understanding of staff and Commissioner Raab in the most recent meeting with the Group committee that the Appendix material would be supplied in detail as part of this package.

2. The language in the procedure section of the Program dealing with the Recruiting System "When they work with outside employment agencies they (member stores) will always include the Human Rights Commission," he said, is one of "almost no significance." Mr. Becker said it was the general procedure of the HRC (which had requested that this language be changed and been told by Mr. Pflueger that the stores did not agree to the change) in affirmative action program development to make the programs meaningful, and this wording is not. The wording, he said, should, for example, indicate that whenever entry-level jobs are to be filled, they would, be made known to the HRC and other community referral sources Otherwise a member store might fill all entry-level positions through referral from present employees or by hiring what are called the "drop-in" applicants.

3. The Group, said Mr. Becker, wishes to deal only with the HRC in its recruitment of minorities, thereby avoiding dealing with community groups approaching them. If this is to be legitimate, HRC will have to be assured of an effective program which can assure progress. The current proposal is not such.

Mr. Becker noted that in the ten years since the Group began reporting its ethnic workforce figures to the HRC, the number of Black employees in the member stores has increased by only nine. Recognizing that the total number of employees in member stores has decreased in those ten years from 1964's reported 12082, to 8,976 as of February 24, 1974, Mr. Becker said the small Black increase was proof of the lack of a roal program and the need now for a more effective affirmative action commitment. The increase in minority employment as reported by staff has, he said, been largely for other groups----Spanish, Asian, etc.----for whom precise breakdowns (Chinese, Japanese, Filipino, American Indian, etc.) were not provided until very recently.

Commissioner Fine then commented that it had been his understanding that the HRC was not, at this meeting, going to be asked to take action on adoption or rejection of the Program of the Community Relations Group, as Mr. Pflueger's transmittal letter dated June 26, the day before this meeting, had indicated.

Commissioner Fine read from Frank Anderson's staff report, "The Employment Opportunity Program and its components will be reviewed and evaluated by HRC staff one year hence. However, progress reports will be furnished to the HRC quarterly for analysis. The HRC's one-year evaluation of the individual stores' programs will analyze" (and here are listed the items noted previously in these

Minutes in the Appendix to the Program, i.e., recruiting, tests, age and sex, conviction record policies, etc.).

Commissioner Simon, asked if he wished to withdraw his motion without prejudice, stated that he felt that the Program as presented represented the first time a complete outline had been presented to the HRC as a beginning, as a step in the right direction to working with the HRC. He felt this was a beginning to moving to continued negotiations in the directions both parties wished to go.

Commissioner Kingsley said he felt the HRC should acknowledge that minority employment in the member stores had over ten years risen from 13 to 27% of their workforces, despite a drop of more than three thousand in their total employees.

Commissioner Fine noted that relationships have been helpful and cooperative on the part of the Group with the HRC, but that some material, including the specifics of the Appendix material, was not present. He stressed that the Program as presented still does not offer a store-by-store report. He recalled that the last action the HRC took was that it would no longer accept only Community Relations Group reporting on behalf of all the stores as a group. Staff today, he said, is now asking that the HRC reinstate the Group as the agency with which to deal on affirmative action for the stores on a one-year trail basis.

After further discussion, Commissioner Sandoval, citing his concerns over the proposed recruiting as noted, withdrew his second of Commissioner Simon's motion to adopt the Program.

Commissioner Livermore then withdrew his second in agreement with Commissioner Sandoval.

*****The motion to adopt the Program died for lack of a second.

Regarding the concerns over the proposed Recruiting System in the Program Procedure, Mr. Pflueger said that the stores' first obligation in filling positions was to restore to employment persons laid off. Stores have a file of applications already, or of persons who have once worked for them, and in many instances will have no need to go outside to hire people. He pledged that <u>all outside</u> hiring efforts would be reported to the HRC, however.

Mr. Pflueger was asked about and responded to future reporting of new ethnic hires, and Christmas jobs for youths. Mr. Calvin reported that of the some 300 to 400 holiday hires last year at The Emporium, 40 per cent were minorities.

Mr. Pflueger re-emphasized that the Appendix's specific items referred to above could not be provided until the member stores of the Group were advised of HRC adoption of the Program as presented.

Frank Anderson then resumed the staff report on Employment Committee concerns, stating that the Program of the Group does not include the mechanics for developing a workable affirmative action program, thus making it difficult for the staff of the HRC to work with the stores without knowing their individual employment standards and guidelines.

Mr. Calvin said that the Program document as presented was considered a document of intent, to be taken back to the members for use in developing further working relationships with the HRC in affirmative action.

Commissioner Fine then moved that the HRC accept the staff progress report Affirmative Action with the Retail Department Stores by Frank Anderson, stressing its statement, "This agreement is a beginning step, hopefully towards some meaningful results," and its statement that evaluation of the Program would be made one year hence.

*****It was then unanimously m/s/c to adopt this motion, with the abstention of Commissioner Helibron because of a possible conflict of interest through his law firm's representing three of the member stores of the Community Relations Group.

*****A motion by Commissioner Sandoval that the HRC ratify the Purpose, Policy, and Goal components of the Program died for lack of a second.

Mr. Pflueger stated that he felt it would be difficult to get member stores to agree to changes in wording as recommended. Director Becker responded by saying that the importance of the Appendix items is a fundamental one, in that they would make it necessary for each member store to look individually at its recruiting and hiring policies (written or informal) to see if they are sound or even possibly in violation of law. The procedure of doing this, he said, would also instruct the HRC on how to relate to the individual stores and the Community Relations Group.

Commissioner Fine asked that the Minutes show that his interpretation of the HRC action on this issue is:

1. Acceptance of the staff report rescinds any previous HRC statement on a position that it would no longer work through the Community Relations Group.

2. The HRC now has a working agreement with the Retailers Community Relations Group to cooperate toward the implementation of their proposed Program

3. The next step will be the formulation of the Appendices, setting forth the specific procedures for each store.

4. Further steps to be taken are outlined in the staff report, with a review review and re-evaluation of the situation one year hence.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- HRC Venereal Disease Control Project Final Report - Gail Roberts

The HRC's Project to Combat the Spread of Venereal Disease Among Adolescents, funded through the City Clinic of the San Francosco Department of Public Health by the U.S. Public Health Service, completes its second year of operation June 30.

Marilyn Morris and Jimmy Loule, working twenty hours a week, supervised

twenty adolescent student health aides working ten hours a week. The Venereal Disease Program informed young people of accurate VD information and where to go for help through these means:

1. *one-to-one contact;*

2. *classroom presentations;*

3. *distribution of VD booklets and handouts, much of this material prepared and designed by the student health aides;*

4. *participation in radio and television shows;*

5. *development of plays on VD; and*

6. *preparation of a movie: "The Mistaken Identity," based on one of these plays.*

The workers and aides received intensive initial training, compiled with periodic refresher training, from the City Clinic staff who have been extremely helpful through the operation of the Project.

During the second year of the Project, staff concentrated its efforts on being open and realistic about venereal disease education. New ideas, once developed, were well received. This year the VD Project was characterized by the hard work and enthusiasm of the health aides. They received many letters of support and appreciation for their services from schools and youth serving organizations.

The VD Project is slated to continue for a third year, its singular success having received national attention. The staff intends to continue to educate young people by all possible means.

Mrs. Roberts paid tribute for the contributions of Mr. Don Hawkins, Administrator of the City VD Clinic, and to Ms. Julie Roseman, a City Health Educator. Mr. Hawkins said that at the moment only $21,000 could be provided for continuation of the program.

Ms. Roseman introduced Health Aides who were present. They were: Steven Lynch, Portola High School; Consuelo E. Giles, Lowell; Alfredo Serrano, Lowell; Mary Chin, Galileo; Lynette Leon, Galileo; Maritza Hernandez, City College; and Elaine Yee, Washington.

A film, based on a play written by Steven Lynch, and produced in its entirety by the Health Aides, was shown to the HRC at the conclusion of the meeting. Ms. Roseman described other means used to publicize the venereal disease education program during the past year. She said that while venereal disease rates for San Francisco continue to increase slightly, that in the 15 to 19-year-old age group, there had been almost a 50 per cent decline since 1968.

- Request for Adoption of Recommendations on the Teaching of Reading - Commissioner Giles

A subcommittee of the Youth and Education Committee has been studying this

issue. Present was Roy Minkler, Director, Reading Programs, San Francisco Unified School District. As a result of its meetings with administrators and teachers, the subcommittee recommended the adoption of a three-part Resolution: Reading as a Priority: The Teaching of Reading by Professionals to the Youth and Education Committee which adopted it June 19, 1974. Mr. Minkler spoke briefly to the HRC, describing work in the SFUSD and through the State Department of Education in meeting reading/teaching needs.

It was

******m/s/c that the HRC adopt a three-part Resolution:*

- *That to resolve the technical difficulties in ordering reading materials, a thorough study is urged of the use of the City Purchasing Department, alternate purchasing systems, and the feasibility of a contract arrangement with publishers.*

- *That in-service training programs which are planned on-site for teachers of reading, sometime meeting as a group, and sometime meeting on-site, be held during instructional days or on release time.*

- *That process evaluation on a school-by-school basis using pre-and post-measures as well as other indicators on all the reading programs, regardless of funding sources conducted by trained evaluators, must be mandated as a part of a comprehensive, competent evaluation of the site programs.*

The Resolution in full will be forwarded to the Board of Education, key School District staff, and others as appropriate.

EMPLOYMENT
Rabbi Alvin I. Fine and Joseph Garcia, Co-Chairpersons

- New Employment Survey Procedures Required for Completion of the Federal EEO-Form 4 - Wayne Redus

The HRC has worked with an EEO-Form 4 Coordinating Committee for about a year in drawing up new procedures for making ethnic employment surveys, as required by the 1972 Federal Equal Employment Opportunity Act. This gives the Federal Equal Employment Opportunity Commission certain monitoring authority over local jurisdictions, requiring submission of employment information annually. The survey is being circulated for completion by City employees (voluntarily) the week of June 24 through 30. The technique of voluntary self-identification is being used, rather than, as in the past, having ethnic identification being reported by supervisors.

Once this survey form is incorporated with its information into the City's Electronic Data Processing system, the HRC's annual Racial and Ethnic Employment Pattern Survey information will be obtained from tape records, which will also include any changes in personnel that take place during the year.

Director Becker commented that it will be incumbent upon the HRC to take the lead in developing guidelines and rules on use of this information, so that it cannot be available for purposes of discrimination, but restricted for use in research and reporting.

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- Request for Endorsement of Office of Services for Children

The Youth and Education Committee has been studying the options available for and the functions to be accomplished by an Office or Commission of Services for Children for approximately twelve months. There was discussion of the possibility of a combined Office of Services for Children and Youth; it was determined that such a combination was not feasible.

Resolution No. 129-69 was passed by the Board of Supervisors in February, 1969. It has not been implemented. The Social Services Commission endorsed this resolution December 3, 1973, with the stipulation that two additional objectives be added: *1) apply for, receive, and disburse public and private funds; and 2) evaluate current programs of child welfare services in public and private agencies.*

The Board of Supervisors, probably in October, is expected to consider reiterating Board policy, recommending the creation of an Office of Children's Services. Compiled with this would be the request for funding, probably at the level of $10,000 for the first year of operation.

The Youth and Education Committee, at its June 19 meeting, endorsed the Board of Supervisors Resolution creating an Office (or Commission) of Services for Children with the provision for adequate funding.

It was, on Youth and Education Committee recommendation,

******m/s/c that the HRC endorse the Board of Supervisor's Resolution 129-69 creating an Office (or Commission) of Services for Children with the provision for adequate funding.*

- Request for Endorsement of SB 2176 (Moscone): Appropriates $45,470,000 for Bilingual Education.

SB 2176 states that it is the intent of the Legislature that the governing boards of school districts take affirmative steps to rectify the language deficiency of limited-English-speaking and non-English-speaking pupils enrolled in their schools. To conform with the Supreme Court decision in the case of Lau v. Nichols, it is the obligation of the school districts to provide language assistance in the form of bilingual education programs for these pupils. Pupil participation is voluntary on the part of the parent. It is the intent of the Legislature to provide supplemental financial assistance to help school districts to meet most of the special costs of phasing in bilingual education programs. This bill, while of significant benefit to San Francisco, would not provide funds to serve all the identified non- and limited-English-speaking pupils in the San Francisco Public Schools. SB 2176 is an emergency measure to take effect by the 1974-75 school year.

The primary goals of such bilingual education programs to be funded by SB 2176 shall be to develop competence in two languages for all participating pupils, to provide positive reinforcement of the self-image of participating children, and to develop intergroup and intercultural awareness among pupils, parents, and the staff in the district.

SB 2176 appropriates $45,470,000. Of that, $15,000,000 for the 1974-75 fiscal year and $30,000,000 for the 1975-76 fiscal year would be allocated to the State Department of Education for the Bilingual Education Act of 1972 (the Chacon Act). The Bilingual Teacher Development Grant Program would receive the following allocations: $145,000 for the 1974-75 fiscal year, $155,000 for the 1975-76 fiscal year, and $170,000 for the 1976-77 fiscal year. No specific funds are set aside for any given geographic areas including San Francisco. Each school district must compete for funds on the basis of the quality of its proposed program.

Status of SB 2176: 5/27/74 Senate Education Committee Do Pass as amended, 5/28/74 Re-referred to Senate Finance Committee.

It was

******m/s/c that the HRC endorse SB 2176 and urge its passage.*

- Request for Endorsement of SB 2020 (Moscone): School Breakfasts and Lunches. Appropriates $13,600,000.

SB 2020 authorizes school districts to apply for State and Federal funds for purposes of furnishing paid, reduced price, or free breakfasts and lunches to pupils. Districts are permitted to contract with others for such meals. This bill has an urgency clause and would take effect for September 1974.

Status of SB 2020: 5/22/74 Senate Education Committee Do Pass as amended, 6/17/74 Senate Finance Committee Do Pass as amended

It was

******m/s/c that the HRC endorse SB 2020 and urge its passage.*

- Request for Endorsement of Senate Concurrent Resolution 125 (Moscone): Definition of "Especially Needy" for Federal Reimbursement.

Senate Concurrent Resolution 125 is a resolution to be adopted by the State Senate, with the Assembly concurring, that the State Board of Education shall direct the Superintendent of Public Instruction to set the following criteria for the definition of "especially needy" schools:

1. *Any school in which more than 50 per cent of the pupils who participate in the National School Lunch Program receive meals at a free or reduced price;*

2. *Any school which is designated by the state as a Title I school, and*

3. *Any school in which 50 per cent or more of the students are native Americans.*

Senate Concurrent Resolution 125 further states that the State Board of

Education shall direct the Superintendent of Public Instruction to conduct a massive outreach program to inform schools of the new criteria and to increase the number of schools participating.

SCR 125 would not directly effect San Francisco at the present time because the Department of Education recently ruled that the entire San Francisco Unified School District qualifies as "especially needy". Therefore, for any child meeting the Federal Income guidelines, the District would be receiving forty-five cents per child receiving a school breakfast.

Status of SCR 125: 5/29/74 Adopted by Senate Education Committee, 6/24/74 Scheduled for hearing by Senate Finance Committee.

It was

******m/s/c that the HRC endorse Senate Concurrent Resolution 125 and urge its passage.*

HOUSING AND URBAN DEVELOPMENT
Louis H. Heilbron, Chairperson

- Resolution Regarding the Recommendation of the Fair Housing Planning Committee for Establishment of a Rent Grievance Board.

This is the sixteenth of the recommendations of the FHPC.

It reads:

- *16. ESTABLISH A RENT GRIEVANCE BOARD TO ARBITRATE COMPLAINTS OF EXCESSIVE RENT INCREASES*

FHPC recommends creation of a Rent Grievance Board for the City and County of San Francisco embodying the following principles:

1. Placement of all rental housing in the city under coverage of the proposed ordinance.

2. Maximum publicity given to the existence of a grievance board to rule on the allowability of rent increases which are the subject of tenant protest.

3. Appointment of a three or five person board, consisting of San Francisco residents nominated by the Center for Dispute Settlement of the American Arbitration Association.

4. Promulgation by the Board of guidelines for allowable and non-allowable rent increases and power to order partial or full rollbacks for increases which exceed allowable guidelines and to assess further penalties against landlords who repeatedly and/or knowingly attempt to levy such increases.

5. Adequate provision to protect tenants who make use of the grievance mechanism from retaliatory action by landlords.

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6. Provision in the Board's guidelines on allowable rent increases for protecting tenants to the greatest extend possible against rent increases which derive from:

a) capital expenditures by the landlord which represent improvements which far exceed decent, safe and sanitary conditions, or which represent remedy of code violations resulting from past neglect by landlords;

b) increased financing and refinancing expenses beyond normal mortgage financing needed for the building.

It was

******m/s/c that the HRC approve Recommendation 16 (of the Fair Housing Planning Committee) under circumstances supporting City emergency action under the police power. (As to when such conditions exist, the City may be closer to them than we think when the following factors are recognized):*

1. San Francisco is the fourth-highest median rent city in the country, according to the Bureau of Labor Statistics.

2. ABAG (Association of Bay Area Governments) has reported that, based on the 1970 Census, 47% of San Francisco households pay 25% or more of their incomes for rent.

NATIVE AMERICAN ADVISORY
Earl Livermore, Chairperson

- Fequest for Endorsement of SB 2264-California Indian Education Centers (Moscone), and SB 2328 Indian Health Services (Moscone).

Commissioner Livermore read aalient provisions of these two measures which were passed by the State Legislature last year but veoted by Governor Reagan.

SB 2328 would provide funds for Indian health services to provide financial training, and technical assistance to urban and rural Indian health programs.

SB 2264 would fund establishment of ten California Indian education centers with the public schools' instructional program. Funding is for only one year, as the legislation has been amended.

Commissioner Fine expressed his concern that SB 2264 might mean the removal of Indian children from integrated schools. Commissioner Livermore said it was his understanding that it would not, but would make it possible for Indian community organizations to rpovide tutorial and supplementary educational assistance to Indian children.

Commissioner Fine was reassured that SB 2264 would not authorize removal of Indian children from integrated schools, a measure he said he could not support. He then voted with the unanimous vote.

It was

******m/s/c that the HRC endorse SB 2264 and SB 2328.*

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DIRECTOR'S REMARKS

- Chinese Youth Program

Supervisor Dianne Feinstein 15 months ago made a recommendation of appropriation (from revenue-sharing funds) of $250,000 for a Chinese Youth Program. The Board of Supervisors approved the recommendation, which became part of the advisory package on revenue-sharing. The HRC developed a program aimed at assisting foreign-born Chinese youth and organized an advisory board. He also met with the Chinese American Citizens Alliance, George Chinn for the Six Companies, and other Chinatown groups to develop basic community support. Over the months, however, the funds dried up. Recently the HRC was informed that the Mayor's Office and some of the Supervisors have decided to fund a small part of the program, aimed at foreign-born Chinese youth in the Junior High Schools, with a budget of $26,316.

It was

******m/s/c that the HRC authorize formal application for the $26,316. Two staff people will be hired to implement the program.*

NO NEW MATTERS

NO REMARKS FROM THE AUDIENCE

CALENDAR MATTERS

- The HRC's next regular meeting, the only one in July, will be July 11, 1974, at 9:30 a.m. in the Commission Room of the Main Library. It will also meet once only in August, on August 8, 1974.

STANDING COMMITTEES

Employment	Thursday, July 18, 1974, 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Wednesday, July 3, 1974, 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, July 16, 1974 12:30 p.m. HRC Officer, Room 509 1095 Market Street
Police Liaison	Wednesday, July 3, 1974 4:00 p.m. HRC Offices, Room 509 1095 Market Street

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Native American Advisory To be announced

Adjournment

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
7/3/74

7/11/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of July 11, 1974

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* NEXT MEETING: August 8, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
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THERE IS ONLY ONE MEETING IN AUGUST

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Raab, Eduardo Sandoval, Louis Simon, Harvey Wong

Excused: The Very Rev. C. Julian Bartlett, Rabbi Alvin I. Fine, Joseph Garcia, Earl Livermore, Curtis McClain

- Chairperson Bartlett was making preparations for memorial services for the late Chief Justice Earl Warren at Grace Cathedral

- Commissioner Fine was in Washington, D. C. to give a eulogy at memorial services there.

- Commissioner Heilbron convened the meeting as a Committee of the Whole due to the lack of a Quorum, until the arrival of Vice-Chairperson Medearis after the reading of Communications.

Staff: William Becker, Francisco Aviles, Joan Barr, Jack Casford Alberta Grant, Melanie Jenkins, Stanley Lim, Wayne Redus, Gail Roberts, Edward Vurek

Pledge of Allegiance

Minutes of June 27, 1974 approved.

COMMUNICATIONS

- From the State Department of Industrial Relations, Division of Apprenticeship Standards, Division of Labor Statistics and Research, a table showing "Apprentices Active on December 31, 1974, by County of Residence and Ethnic Group, California Registered Apprentices." Director Becker pointed out that among popolus counties in the State, San Francisco has about twice the number of minority apprentices as the others---44.6 per cent minority apprentices; 21.6 per cent Black, and 7.1 per cent Chinese. These figures are continuing evidence of the effectiveness of the affirmative action approach of the HRC. (Copy of figures attached to these Minutes).

- From Caspar Weinberger, Secretary of Health, Education, and Welfare, Washington, D. C., informing Chairperson Bartlett that the proposal for funding of the Community Coalition for Educational Opportunity, the San Francisco-based organization whose proposal the HRC endorsed June 13, could not be funded this fiscal year by HEW because of limited funds available, but that it had been highly rated.

- From John R. Deckenback, Associate for Mission and Outreach, Northern California Conference of the United Church of Christ, enclosing a position statement on affirmative action in hiring and promotion adopted by the 1974 Annual Meeting of the Northern California Conference of the United Church of Christ.

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- From J. Scott Breed, Senior Personnel Analyst, City Civil Service Commission, a notice that the Q2 Police Officer examination will reopen for filing for one month, from June 28, 1974 to July 29, 1974.

- To James E. Kenny, Kenny Transportation, Inc., from Edward Vurek, HRC Contract Compliance Officer, notice that the HRC is recommending they be declared ineligible to receive any City contracts because the firm has refused over a period of approximately four months to supply the HRC with any information as required by law.

At this point, Vice-Chairperson Medearis arrived and assumed the gavel.

COMMITTEES

EMPLOYMENT
Co-Chairperson Leonard Kingsley

- Insurance Industry Affirmative Action Progress Report - Ed Vurek, HRC Contract Compliance Officer. (An earlier report on initial contacts in the insurance industry was made in September of 1973.)

The HRC currently monitors eleven insurance companies and four brokers (only a small percentage of the total City insurance industry) and this report and its accompanying statistics referred to those companies which hold City contracts, and which are subject to HRC jurisdiction under the Nondiscrimination Ordinance.

The insurance industry in San Francisco is a major source of employment. Unlike many manufacturing, banking, and blue-collar industries which have tended to lose jobs, insurance company workforces have increased. High turnover rates in the insurance industry, while not an entirely positive situation, do provide greater opportunities for hiring. The HRC's primary concerns are insuring that minorities achieve equitable participation in the total workforce, and that women, now holding the majority of jobs in the insurance industry, achieve greater participation at the technical, professional and managerial levels (above clerical jobs).

The general approach by the HRC is to gather the basic employment information needed to make an analysis of the individual company's areas of deficiency if any. The information includes total workforce, job level, recent hiring statistics by race and sex, recruitment and referral sources, testing and hiring procedures, labor union involvement, and statistics on upgrading programs by race and sex. If analysis of the information indicates inadequate utilization of minorities or women in the workforce, an agreement is worked out for remedying the problem (s).

Mr. Vurek said that his initial report on these insurance companies in September of 1973 had shown serious deficiencies in the employment of minorities and utilization of minorities and women above the clerical level. He said the statistics in this current report do show some progress in the areas of concern.

One specific of affirmative action programs is expanded use of minority referral agencies. An existing procedure receiving expanded application is company-financed training for employees to provide upgrading resources. This practice has been available in many companies but was largely used to the advantage of white males. According to employers, it is now being utilized to upgrade minorities and women.

Progress in insurance industry employment has been aided by many agencies and organizations. As pointed out in the report in 1973, Federal government compliance agencies have only begun to review the industry carefully in the past two years. Mr. Vurek said, however, that he and a Federal contract compliance officer found only one company they were monitoring in common. The pressure applied by women's organizations has helped in convincing the insurance industry that substantial changes are necessary. For instance, successful equal pay suits have caused some companies to make strict yearly studies of their salary structures to avoid violations.

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- The eleven insurance companies the HRC currently works with have a total of 4514 jobs. Women hold 2,404, or 53.3 per cent of the total jobs. The bulk of these jobs are clerical. Jobs above the clerical level number 2,244, with women holding 537, or 23.9 per cent. This is a sizable increase from the last report which had women at 10 per cent. The increases would seem to indicate that there were large numbers of women qualified for above clerical jobs but it required pressure to bring the change in promotional and upgrading procedures.

The number of minorities of the total workforce is 1,153, or 25.5 per cent. The previous report had 20.8 per cent minority. Minorities hold 247, or only 11 per cent of the jobs above the clerical level.

The largest of the companies is Fireman's Fund. The Fund has 1,981 employees, of which 20.6 per cent are minority. In above clerical level jobs, 7.2 per cent are minority and 20.4 per cent are women. The percentage of minorities and women in above clerical jobs has decreased in recent years. Overall minority employees have remained about the same for the past five years. Recent meetings with Fireman's Fund representatives have indicated an awareness of problems. The Fund has set goals to increase minority participation in total employment. HRC staff has asked that goals be set for minorities and women in above clerical jobs. This step is extremely important because Fireman's Fund, with 44 per cent of all the jobs, is the largest resource of jobs in this group of employees.

Insurance companies underwrite insurance policies and pay losses on those policies. Insurance brokers are involved only in the selling of insurance and obtaining underwriters for policies.

- Two brokers are very small (30 employees) and two are large (180 and 300 employees). Insurance brokers differ from companies in that they require more specific insurance training and experience. They usually obtain their employees from insurance companies. Therefore, as minorities increase in the companies, it should be easier for the brokers to utilize minorities more effectively. However, there is a realization among these brokers, generally, that they cannot stand still.

The current statistics reflect progress for women, in above clerical positions. They are now at 17.1 per cent as opposed to 4 per cent on the prior report. As with the companies, this would seem to indicate that women were qualified but it took pressure to cause the change.

The two small brokers with fewer employment resources have set specific goals for themselves. One, Bayle, Martin, & Fay, will hire a Black salesperson for the next opening. The other, Goldman, will promote a woman to account executive at the first opportunity. HRC staff will follow-up on these commitments.

The primary need for brokers will be increased hiring and promotion of minorities. Since the last report the overall minority workforce has only increased 1-$\frac{1}{2}$ per cent, (15.7 per cent) and minorities above clerical are at 5.6 per cent.

One of the large brokers, Marsh & McLennan, is approaching the problem with a specific program with goals, monitored by corporate headquarters and administered by a newly-appointed personnel director, who is a woman.

The other large broker, Johnson & Higgins of California, continues to be the least effective utilizer of minorities. They have 10 per cent minorities on the total staff. Johnson & Higgins originally discarded development of an Affirmative Action Program as "unprofitable." However, they reconsidered and have been in the process of establishing an Affirmative Action Program, according to a company representative.

No such program has been made available to the HRC for review. We hope one is forthcoming soon and that it is adequate so that Johnson & Higgins can continue to serve as a contractor with the City.

This is a progress report, Mr. Vurek reiterated, not a final statement on the employment activities of these employers. As the attached statistics indicate there is a general improvement in the employment situation for minorities and women in the insurance industry. HRC staff will monitor and

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give immediate attention to revision and modification of goals and direction where necessary.

Promotion and upgrading of women has increased, but employer emphasis has been on technical and professional levels. Women are still grossly under-utilized at the managerial level. The argument that women lack qualifications for managerial positions was made previously in reference to technical and professional jobs. The statistical evidence indicates otherwise. Women have been upgraded to these levels with good results.

Increased emphasis will be placed on promotion and upgrading of minorities. Statistics indicate that Blacks especially are under-utilized in the insurance industry on all levels. The climate for effecting change has been established and the commitment demonstrated. These are the priorities for HRC staff in contract compliance.

Statistical tables prepared by Mr. Vurek are attached to these Minutes.

*****At this point Mr. Vurek read from a letter from Myron DuBain, President and Chief Executive Officer, Fireman's Fund American Insurance Companies. The letter was sent July 10, following a meeting between HRC staff and representatives of Fireman's Fund on July 9. The letter in full is attached to these Minutes.

Attached to the letter was a copy of Fireman's Fund EEO-1 Reports for 1972, 1973, and 1974, and a copy of an Analysis of EEO-1 Data (Nationwide Minority and Female Staff Comparison 1973-1974).

- Commissioner Heilbron asked that all members of the HRC be provided with copies of this letter.

*****Mr. Vurek, asked by Vice-Chairperson Medearis, said his personal recommendation, on the basis of this letter, would be that the HRC ask the Fireman's Fund to either provide a program designed to deal with its affirmative action deficiencies or be declared in noncompliance.

- Ms. Prudence Poppink next addressed the HRC. She represented Women's Organizations for Employment, the Employment Law Center, and other women's groups in the Bay Area.

Ms. Poppink said that the findings of the Vurek report, as regards Fireman's Fund in particular, but not excluding the other firms covered, showing the decrease in participation of women and minorities in above-clerical positions, are "unacceptable" to the groups she represents. Ms. Poppink charged that the Fund had not demonstrated that it yet has an acceptable affirmative action program. She said that her groups are demanding either that they be invited to join any negotiations between Fireman's Fund and the HRC to set up a viable affirmative action program, or that the HRC declare the Fireman's Fund in noncompliance with the Nondiscrimination Ordinance.

Commissioner Simon asked that Ms. Poppink be more specific about what areas of affirmative action her groups feel are deficient at Fireman's Fund. Wayne Redus, HRC Coordinator of Employment, said that HRC staff has met with representatives of the women's groups, where these specifics were spelled out.

Ms. Poppink said her major point was that the statistics, particularly pertaining to Fireman's Fund, constitute "a prima facie case of noncompliance with the Nondiscrimination Ordinance." Ms. Poppink said also that her groups were displeased with the progress in affirmative action in the entire insurance industry in San Francisco, but specifically in Fireman's Fund as the largest insurance employer in the City.

*****Commissioner Heilbron at this point recommended that the HRC should refer back to its Employment Committee two issues: the Vurek report as criticized as a "lack-of-progress report", and the letter from the Fireman's Fund Chief Executive Officer possibly opening the way for achievement of employment goals. He suggested that the Committee give these issues further consideration with the principal company involved to determine what goals can be outlined.

Director Becker noted that this was the first time the HRC has heard from the Chief Executive Officer of Fierman's Fund, and said the letter obviously should have a response.

Mr. Vurek reported that there had been six or more meetings between HRC staff and Fireman's Fund representatives over the past year. He said that it took a long time for the HRC to obtain the information required on which to make an analysis of the Fund position; in the past two months, the HRC has been asking Fireman's Fund (as well as the other companies) to develop more effective programs to meet the problems their analysis brought out.

Commissioner Kingsley commented that it was his premise that if the Chief Executive Officer of Fireman's Fund is advised by the HRC and its Director that there are certain requirements under City law in order to enjoy City business and that this includes an affirmative action program with dates, timetables, and goals, and that it appears that they (Fireman's Fund) do not have this and are not fulfilling it, and that the HRC will consider a recommendation to call them in noncomplaince, then he could not imagine the Chief Executive Officer not moving his staff. "There is too much at stake," Mr. Kingsley said, "and perhaps it never got to that level."

He then moved that the HRC instruct the co-chairpersons of the Employment Committee to meet as soon as possible with the Chief Executive Officer, advise him of what appears to be the case, and to give them ninety days to present to the Employment Committee an affirmative action program with dates, timetables, and goals, with HRC staff follow-through.

Ms. Jerry Pallast addressed the HRC briefly before a vote was taken on the motion. She said the women's groups demand that two of their representatives participate in these meetings and that the fund be asked to present its affirmative action program within sixty days.

Ms. Joan Peterson, Chairperson of Insurance Employees for Equal Rights, spoke on this issue also, charging that many of the companies referred to in the HRC staff report fire or do not promote women who are active in pressing for affirmative action program commitments.

After further discussion on the motion by Commissioner Kingsley,

It was

*****m/s/c/ that the HRC instruct the co-chairpersons of the Employment Committee to meet with the President/Chief Executive Officer of Fireman's Fund American to indicate the deficiencies (as indicated) in the (staff) report and to ask that an affirmative action program be submitted to the Employment Committee within the period of ninety days.

- Jobs in Action for Latin Americans (JALA) - Francisco Aviles

JALA is now starting its third year of operation. JALA came into existence because of the lack of representation of Spanish-origin people in government jobs. A skills bank was started by which qualified persons would be matched with job openings.

A vast recruitment effort began. JALA staff visited the various communities and agencies in the City, high schools, junior colleges, and colleges and universities advising people of JALA and its goal. We also utilized radio, television, and newspapers. This was so successful that during the first year of operation, JALA received more than 1,100 inquiries, and of those, 600 filed an application with us.

We learned that the people were interested in City, State, and Federal civil service jobs, but did not know the process to obtain a civil service job and also that no one had taken the time to explain to them this process. We also learned that most of them were not even aware of the many job opportunities that existed in civil service. What we had to do then was to educate people about the civil service and to make them realize that it would be to their advantage to apply for these civil service jobs.

Meetings with government agencies were also arranged, especially the Federal agencies. The reasons that a lot of our efforts were concentrated towards the Federal agencies were: 1) San Francisco is the regional headquarters

for most of the agencies, 2) In 1970, the President created the 16-point program which was a mandate to all Federal agencies to correct the inadequacy of the Spanish-origin people in Federal jobs, 3) Federal agencies, unlike the City or State agencies, can do their own hiring.

Very few of the Federal agencies during our first year of operation were receptive to JALA. Most of the agencies did not respond to our correspondence, and the few that did advised us that they worked only through the Civil Service Commission. We also learned that although President Nixon's 16-point program for the Spanish-origin speaking had been in effect for more than two years, many of the personnel officers and heads of these agencies did not even know what the 16-point program was.

It is only fair to state that the few Federal agencies that worked closely with JALA, went out of their way to assist us by offering guidance, arranging meetings with other Federal agencies, and by disseminating information about JALA.

During the last six months, there has been a better cooperative attitude among some of the Federal agencies. This is largely due to the fact that many of them are appointing 16-point coordinators as was called for in the 16-point program. These 16-point coordinators are advising JALA of the job vancancies in their respective agencies or are making sure that job announcements are sent to JALA.

Another vital change that JALA was instrumental in bringing about, for all ethnic minorities, was the Federal Entrance Examination. It was pointed out in previous report to the HRC that the FSEE was the examination which must be passed in order to get an entry professional job in the Federal government. To qualify to take the examination one needed to have three (3) years of responsible work experience or a B.A. Degree. It is an extremely difficult test, which was failed by more than 50 per cent of the people who took it. But not all that flunked it failed. This was due to the fact that persons with a B.A. Degree with a grade point of 3.5 automatically received 100 per cent whether they took the exam or flunked it. This not only hurt the Spanish-origin, but other ethnic groups who took the exam, passed it, but were unable to get a job because they were not high enough on the register. This is especially true in the San Francisco region where of the approximately 12,000 persons in the FSEE register, 25 per cent had a 95 per cent score or better.

There has been a change, which is hopefully for the better. The FSEE was discontinued as of June 30, 1974. It is being replaced by a new professional and administrative career examination (PACE). One of the principal changes will be that applicants who have a 3.5 grade point average on a scale of 4.0 will not receive an automatic 100 per cent. Such academic standing will be recognized by combining additional points credits for outstanding scholarship with ratings in the written tests. So that a final examination rating can be determined by this new method, all candidates will be required to take the written test, regardless of class standings.

Although JALA was set up to assist the Spanish-origin people, we have also counseled other ethnic groups in relationship to City, State, & Federal civil service jobs. We supply them the same information we supplied to the Spanish-origin, with the exception that we do not maintain a file on them.

To date JALA has received approximately 2,000 inquiries, more than 1,200 applications were filed (indicating an awareness of this program on part of the community as well as the vital need for the unique counseling and referral services provided by this project); more than 400 (or 1/3) obtained civil service eligibility. This is the most crucial step in obtaining consideration for civil service positions. A total of 204 persons have been placed, as follows:

96 persons were placed during the first funding period. 62 persons with the Federal; 10 persons with the City and County of San Francisco; and 24 with other institutions. We were also instrumental in placing 73 persons with the Post Office during their Christmas hirings and 8 students for summer employment.

108 persons were placed during the second funding period. 75 with the Federal government (1 at G.S. 1 level, 9 at the G.S. 2 level, 16 at the G.S. 3 level, 4 at the G.S. 4 level, 10 at the G.S. 5 level, 7 at the G.S. 7 level,

3 at the G.S. 9 level, 1 at the G.S. 10 level, 5 at the G.S. 11 level, 3 at the G.S. 12 level, 13 at the W.G. category, 2 trainees and 1 Postal Clerk); 17 persons were placed with the City and County of San Francisco; and 16 with other institutions.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Recommended HRC Endorsement of Assembly Bill 4041 (Waxman)

This measure, which requires no financial appropriation, specifies that no woman shall be offered credit on terms less favorable than those offered to a man seeking the same type of credit and possessing the same amount of property or earnings.

It was

*****m/s/c that the HRC endorse Assembly Bill 4041.

- Recommended Endorsement of State Senate Bill 2100 (Deukmejian)

This measure authorizes the Department of the Youth Authority to establish standards for and to share in the cost of the establishment and operation of youth service bureaus by any public or private organization and appropriates $2,400,000 to the department for such purpose.

The measure is supported by a number of youth-serving community agencies and organizations in San Francisco, with the reservation that the appropriation is woefully inadequate.

It was

*****m/s/c that the HRC endorse State Senate Bill 2100.

YOUTH AND EDUCATION
Sister Bernadette Giles and Louis S. Simon, Co-Chairpersons

- Community Organizations, Committees, Advisory Committees and their Relationship with the Recreation and Park Department

The Youth and Education Committee wished to have an opportunity to pay tribute for the many valuable contributions of persons in the City serving on these groups which assist the City's Recreation and Parks Department in its programs.

- Director Becker was asked to write to Leonard Fitzpatrick, Assistant Superintendent of Recreations, Recreation and Parks Department, conveying the commendation of the Human Rights Commission formally.

- Preliminary Discussion of Hidden Valley and Log Cabin Ranches Complaints.

The Committee has studied a staff report on the complaint brought to the HRC in 1972 by Citizens for Juvenile Justice charging racial discrimination in the placement of youthful offenders in private placement institutions and in the Hidden Valley and Log Cabin Ranches. The complaint triggered a long-term investigation by HRC staff, in which staff worked with the School District Court schools and the Youth Guidance Center.

*****Commissioner Simon has asked Gail Roberts to notify the media of the need for wide investigation of the conditions giving rise to these complaints. Ms. Roberts' recommendations in her staff report, based on the Log Cabin students' complaints and the activities of the Citizens Task Force, are:

1. Expand the Citizens Task Force to cover both Hidden Valley and Log Cabin Ranches and to include the operations headed both by the School District and the Youth Guidance Center.

2. Codify procedures and the rights and responsibilities of the young men at the ranches, disseminating the information to the students, their parents, and the staff.

Commissioner Heilbron said that it felt it was incumbent upon the HRC as

a government agency to prevail upon the department responsible (the Juvenile Court) for conditions at these facilities, rather than just depend on extensive media coverage.

****Director Becker was asked to write to the Juvenile Court and request full information regarding the complaints received, and express the HRC concern for enlightenment about the situation.

POLICE LIAISON
Earl Raab, Chairperson

- Report postponed.

DIRECTOR'S REMARKS

- Director Becker noted that Chairperson Bartlett has been asked to make memorial services honoring the late Chief Justice Earl Warren at Grace Cathedral, and that

Commissioner Fine was speaking at the memorial services for Earl Warren in Washington, D. C.

Director Becker suggested the HRC meeting be adjourned in memory of Earl Warren.

NEW MATTERS

- Commissioner Simon discussed his involvement in efforts to obtain use of Pier 41 for the activities sponsored by the Police Fishing Association (which has programs sponsoring fishing for San Francisco children in the summer).

- Commissioner Medearis discussed an occurrence on July 4 at the Pleasanton Fairgrounds, where, due to California Highway Patrol traffic handling, many persons suffered from heat, exhaustion, and frustration in attempting to reach the fairgrounds. Commissioner Medearis said that cars which were disabled by the heat and unable to find egress from the area were ticketed by the Highway Patrol with bail set at $15. He said he estimated 60 per cent of the drivers were Black, and that there were other minorities as well. He said some 500 to 1,000 tickets were written.

It was suggested that affected drivers should be assisted to work through the American Automobile Association for legal representation.

CALENDAR MATTERS

The next meeting of the HRC, the only one in August, will be August 8, at 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, July 18, 1974 9:30 A.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, July 25, 1974 3:30 P.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, July 16, 1974 12:30 P.M. HRC Offices, Room 509 1095 Market Street
Police Liaison	To be announced
Social Programs	Tuesday, August 6, 1974 10:30 P.M. HRC Offices, Room 509 1095 Market Street
Native American Advisory	To be announced

Adjournment in Memory of the late Chief Justice Earl Warren. Spoken tribute by Vice-Chairperson Medearis.

Respectfully submitted,

William Becker
via
Jack Casford

WB:JC:cc
Attachments
7/22/74

Attachment I

INSURANCE COMPANIES

	TOTAL EMPLOYEES							ABOVE CLERICAL EMPLOYEES						
	Total Employees	Women	Black	Asian	Ntve. Amer. Ind.	Spanish Origin	Total Minority	Total Above Clerical	Women	Black	Asian	Ntve. Amer. Ind.	Spanish Origin	Total Minority
INDUSTRIAL INDEMNITY	777	450(57.8)	38	126	1	51	216(27.8)	397	125(31.5)	12	29	0	13	54(13.6)
MISSION EQUITIES	105	65(61.9)	4	8	1	16	29(27.6)	80	43(53.8)	0	5	1	11	17(23.0)
PACIFIC INSURANCE	409	255(62.3)	19	38	2	68	127(31.1)	152	34(22.4)	4	7	0	8	19(12.5)
UNIGARD MUTUAL	83	53(63.8)	8	8	0	5	21(25.3)	36	7(19.4)	1	3	0	1	6(16.7)
GULF INSURANCE (PALO ALTO)	34	22(64.7)	0	2	0	2	4(11.8)	19	1(5.3)	0	0	0	0	0(0.0)
FIREMANS FUND	1981	925(46.7)	98	169	5	137	409(20.6)	1102	225(20.4)	17	32	5	25	79(7.2)
CONTINENTAL INSURANCE	493	292(59.2)	24	53	5	73	155(31.4)	179	46(25.7)	14	10	1	8	33(18.4)
CNA	153	89(58.2)	14	20	5	4	43(28.1)	61	14(23.0)	2	4	1	0	7(11.3)
KEMPER INSURANCE	188	104(55.3)	18	35	2	12	67(35.9)	90	22(26.7)	4	5	0	3	12(13.3)
INA	208	111(53.5)	12	32	0	18	62(29.8)	91	13(14.3)	2	7	0	4	13(14.3)
EL DORADO INSURANCE (PALO ALTO)	83	46(56.0)	3	11	0	6	20(24.1)	37	7(18.9)	1	4	0	2	7(18.9)
TOTAL FOR INSURANCE COS.	4514	2404(53.3)	238	502	21	392	1153(25.5)	2244	537(23.9)	57	107	8	75	247(11.0)

Attachment 2

INSURANCE BROKERS

	Total Employees	Women	Black	Asian	Native American Indian	Spanish Origin	Total Minority	Total Above Clerical	Women	Black	Asian	Native American Indian	Spanish Origin	Total Minority
Bayly, Martin & Fay	32	21 65.6%	2	3	0	1	6 18.7%	13	2 15.4%	1	0	0	1	2 15.4%
Goldman Co.	30	18 60.0%	1	5	0	1	7 23.3%	22	2 9.1%	0	2	0	0	2 9.1%
Johnson & Higgins	190	87 45.6%	4	5	0	10	19 10.0%	108	17 15.7%	0	1	0	4	5 4.6%
Marsh & McLennan	309	192 62.0%	11	20	0	25	56 18.1%	125	25 20.0%	0	5	0	1	6 4.0%
TOTAL (For Brokers)	561	318 56.7%	18	33	0	37	88 15.7%	268	46 17.1%	1	8	0	6	15 5.6%

Attachment 3

FIREMAN'S
F U N D
AMERICAN

INSURANCE COMPANIES

3333 California Street · San Francisco, California 94119

Myron DuBain
Myron DuBain
President and
Chief Executive Officer

July 10, 1974

Mr. William Becker
Director
San Francisco Human Rights
Commission
Suite 501
1095 Market Street
San Francisco, California 94103

Dear Mr. Becker:

Mr. McCowan has discussed with me the results of your meeting with him and Messrs. Cobaugh and Purdy and your associates on July 9 for the purpose of reviewing the analysis you have made from the Equal Employment Opportunity reports that we provided you as respect trends at Fireman's Fund San Francisco operations regarding the employment and upgrading of minorities and women during recent years. The data we provided you evidences a lack of significant progress in this respect and it is understandable that this is of concern to you, and it most certainly is of concern to us.

Mr. McCowan told me that following the review of your summary, it was apparent to him and his associates that there must be some reasons for the downward trend in 1974 as compared with 1973 which were not reflected in the information we presented to you.

We appreciate very much your advising us that we could make a quick review of these data and provide you with our views as to these differences by letter today, and that this information would be made a part of the record of your report to the San Francisco Human Rights Commission concerning a number of insurance companies including Fireman's Fund, which we understand is to be made on July 11, 1974.

It appears there are two basic reasons for the reported downward trend. First, a change in 1974 was made in our interpretation of the EEO definition of the Office and Clerical category to include Clerical Supervisors rather than including them in the Officials and Managers category as has been done in prior years. I am sure that you recognize the difficulty in properly interpreting the intent of the EEO reporting regulations which has been of real concern to all companies in the insurance industry for some years, and we have been attempting to get some unifications on this without any degree of success.

To realize a purification of comparison of our minority and women performance from year to year would require that the earlier EEO-1 reports also be adjusted to include Clerical Supervisors in the Office and Clerical category as well as other definition changes made in 1974, which would require some time to accomplish.

There continues to be differences of opinion within our own company and also the insurance industry as to whether or not Clerical Supervisors properly belong in the Officials and Managers category or not, which we intend to pursue further for clarification, as well as other less than clear categorical definitions.

The second reason for the apparent downward trend in the data submitted to you with respect to minorities and women occupying jobs above the clerical level is that in 1972 our Marin Processing Center staff was included in the data submitted to EEO for the San Francisco area, whereas it was excluded for 1973 and 1974 and reported separately.

In the short time available prior to your meeting with the Commission, we have attempted to adjust for the differences in having non-uniform reporting units for 1973 and 1974 in the attached revised format of your summary.

Also enclosed is a summary showing the variances in our 1973 and 1974 EEO reports for the various categories showing increases and decreases which resulted from the redefinition of classification which is being further studied.

The comment made by your associate, Mr. Vurek, that several years ago, in his opinion, Fireman's Fund was a leader in the San Francisco area in terms of total minorities and women, and minorities occupying positions above clerical classification is appreciated. We recognize that there has not been significant improvement each year in this respect, which is partially accountable by the change in the make-up of our San Francisco staff resulting from increased automation through our data processing operations, which has increased the number of highly skilled positions substantially in relation to the total staff.

We have been working diligently for the past two years to improve our percentage of minorities and women to our total staff as well as in the positions above the clerical level by voluntarily setting affirmative action goals for the total minority count, which was first started in 1973 and is continuing in 1974. We recognize the need to establish long-term goals not only for total minorities and women, but also for upgrading them to higher rated classifications which is having our continuing attention.

As evidence of the attitude of our Company towards its responsibilities for providing equal opportunities to all employees, we have active training programs operative in which an increasing number of minorities and women are participating, and we are establishing goals for future accomplishments in this area as well.

We are happy to advise that we have provided summer employment for approximately 60 young people in the San Francisco area of which practically all are minorities. This program is a continuation of that which we have been doing on a year-round basis over a period of years in attempting to help the disadvantaged.

Our record of involvement in community affairs in San Francisco is a very active one in our opinion, including our former Chairman, Fred H. Merrill, being appointed the Northern California Chairman for the National Alliance of Business in 1968, several of our Senior officers having been intimately involved in the United Fund activities over long periods of time, plus many other special projects which we are participating in.

Thank you for the opportunity to provide you with this additional data, and we assure you that upon completion of our re-analysis of the data submitted to EEO and your office that you will be provided with further information which we are confident will be more acceptable as our objectives in the Equal Opportunity area are the same as the San Francisco Human Rights Commission.

Sincerely yours,

President and
Chief Executive Officer

STATE OF CALIFORNIA - AGRICULTURE AND SERVICES AGENCY
DEPARTMENT OF INDUSTRIAL RELATIONS

DIVISION OF APPRENTICESHIP STANDARDS
DIVISION OF LABOR STATISTICS AND RESEARCH

TABLE 2 - APPRENTICES ACTIVE ON DECEMBER 31, 1973, BY COUNTY OF RESIDENCE AND ETHNIC GROUP
CALIFORNIA REGISTERED APPRENTICES

COUNTY OF RESIDENCE (A)	ALL ETHNIC GROUPS	CAUCASIAN, OTHER THAN MEXICAN AND OTHER SPANISH AMERICAN		ETHNIC MINORITIES													
				ALL MINORITIES		MEXICAN AND OTHER SPANISH AMERICAN		BLACK		AMERICAN INDIAN		JAPANESE		CHINESE		FILIPINO		OTHER MINORITIES	
		NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
Alameda	2,575	1,833	71.1	742	28.8	291	11.3	342	13.2	53	2.0	6	.2	21	18	17	.6	12	.4
Alpine	1	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Amador	15	15	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Butte	137	128	93.4	9	6.5	5	3.6	2	1.4	2	1.4	-	-	-	-	-	-	-	-
Calaveras	29	28	96.5	1	3.4	-	-	-	-	1	3.4	-	-	-	-	-	-	-	-
Colusa	10	8	80.0	2	20.0	2	20.0	-	-	-	-	-	-	-	-	-	-	-	-
Contra Costa	1,670	1,369	81.9	301	18.0	139	8.3	106	6.3	35	2.1	1	.0	1	.0	8	.4	11	.6
Del Norte	15	14	93.3	1	6.6	-	-	-	-	1	6.6	-	-	-	-	-	-	-	-
El Dorado	103	98	95.1	5	4.8	3	2.9	-	-	1	.9	-	-	-	-	1	.1	-	-
Fresno	756	557	73.6	199	26.3	111	14.6	55	7.2	22	.	4	.5	1	.1	1	.1	5	.6
Glenn	14	11	78.5	3	21.4	1	7.1	-	-	1	7.1	-	-	-	-	-	-	1	7.1
Humboldt	219	180	82.1	39	17.8	13	5.9	4	1.8	21	9.5	-	-	-	-	-	-	1	.4
Imperial	60	30	50.0	30	50.0	25	41.6	2	3.3	3	5.0	-	-	-	-	-	-	-	-
Inyo	30	29	96.6	1	3.3	-	-	-	-	1	3.3	-	-	-	-	-	-	-	-
Kern	441	352	79.8	89	20.1	63	14.2	19	4.3	6	1.3	-	-	-	-	1	.2	-	-
Kings	89	67	75.2	22	24.7	15	16.8	5	5.6	1	= 1.1	-	-	-	-	-	-	1	1.1
Lake	44	41	93.1	3	6.8	-	-	-	-	3	6.8	-	-	-	-	-	-	-	-
Lassen	82	35	42.6	47	57.3	19	23.1	23	28.0	2	2.4	-	-	2	2.4	-	-	1	1.2
Los Angeles	9,154	6,613	72.2	2,541	27.7	1,389	15.1	903	9.8	101	1.1	51	.5	26	.2	42	.4	29	.3
Madera	44	29	65.9	15	34.0	11	25.0	2	4.5	1	2.2	-	-	-	-	-	-	-	-

TABLE 2 - Apprentices Active on December 31, 1973, by County of Residence and Ethnic Group California Registered Apprentices Cont'd

COUNTY OF RESIDENCE (A)	ALL ETHNIC GROUPS	CAUCASIAN OTHER THAN MEXICAN AND OTHER SPANISH AMERICAN		ETHNIC MINORITIES													
				ALL MINORITIES		MEXICAN AND OTHER SPANISH AMERICAN		BLACK		AMERICAN INDIAN		JAPANESE		CHINESE		FILIPINO		OTHER MINORITIES	
		NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
Marin	671	563	83.9	108	16.1	38	.5.6	46	6.8	15	2.2	1	.1	5	.7	-	-	3	.4
Mariposa	3	2	66.6	1	33.3	1	33.3	-	-	-	-	-	-	-	-	-	-	-	-
Mendocino	46	40	86.9	6	13.0	1	2.1	1	2.1	2	4.3	-	-	1	2.1	-	-	1	2.1
Merced	119	94	78.9	25	21.0	16	13.4	5	4.2	1	.8	1	.8	-	-	2	.6	-	-
Modoc	6	6	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mono	3	3	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Monterey	467	377	80.7	90	19.2	44	9.4	23	4.9	9	1.9	2	.4	3	.6	7	1.5	2	.4
Napa	226	214	94.6	12	5.3	8	3.5	-	-	3	1.3	-	-	-	-	-	-	1	.4
Nevada	32	27	84.3	5	15.6	3	9.3	1	3.1	1	3.1	-	-	-	-	-	-	-	-
Orange	3,566	3,092	86.7	474	13.2	376	10.5	27	.7	40	1.1	9	.2	2	.0	8	.2	12	.3
Placer	215	187	86.9	28	13.0	19	8.8	2	.9	3	1.4	4	1.8	-	-	-	-	-	-
Plumas	1	-	-	1	100.0	1	100.0	-	-	-	-	-	-	-	-	-	-	-	-
Riverside	640	515	80.4	125	19.5	93	14.5	19	2.9	12	1.8	-	-	-	-	1	.1	-	-
Sacramento	1,409	1,139	80.8	270	19.1	104	7.3	108	7.6	34	2.4	7	.5	5	.3	4	.2	8	.5
San Benito	22	16	72.7	6	27.2	4	18.1	-	-	1	4.5	1	4.5	-	-	-	-	-	-
San Bernardino	1,424	1,081	75.9	343	24.0	263	18.4	58	4.0	19	1.3	-	-	-	-	-	-	3	.2
San Diego	3,763	3,084	81.9	679	18.0	397	10.5	189	5.0	56	1.4	8	.2	1	.0	13	.3	15	.4
San Francisco	1,575	872	55.3	703	44.6	177	11.2	341	21.6	13	.8	13	.8	113	7.1	22	1.4	24	1.5
San Joaquin	650	502	77.2	148	22.7	79	12.1	32	4.9	18	2.7	2	.3	5	.7	10	1.5	2	.3
San Luis Obispo	170	148	87.0	22	12.9	8	4.7	5	2.9	6	3.5	2	1.1	-	-	1	.5	-	-
San Mateo	1,625	1,348	82.9	277	17.0	127	7.8	93	5.7	26	1.6	4	.2	4	.2	12	.7	11	.6
Santa Barbara	421	342	81.2	79	18.7	64	15.2	6	1.4	2	.4	2	.4	1	.2	3	.7	1	.2
Santa Clara	2,956	2,264	76.5	692	23.4	478	16.1	90	3.0	50	1.6	22	.7	11	.3	17	.5	24	.8
Santa Cruz	334	301	90.1	33	9.8	14	4.1	6	1.8	6	1.8	2	.6	-	-	2	.6	3	.9
Shasta	171	139	81.2	32	18.7	6	3.5	15	8.7	10	5.8	-	-	1	.5	-	-	-	-

TABLE 2 - Apprentices Active on December 31, 1973, by County of Residence and Ethnic Group California Registered Apprentices Cont'd

COUNTY OF RESIDENCE (A)	ALL ETHNIC GROUPS	CAUCASIAN OTHER THAN MEXICAN AND OTHER SPANISH AMERICAN		ETHNIC MINORITIES													
				ALL MINORITIES		MEXICAN AND OTHER SPANISH AMERICAN		BLACK		AMERICAN INDIAN		JAPANESE		CHINESE		FILIPINO		OTHER MINORITIES	
		NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%
Sierra	-	..	-	..	-	..	-	-	-	-	-	..	..	..	-	-	..	..	-
Siskiyou	32	27	84.3	5	15.6	3	9.3	1	3.1	1	3.1	-	-	-	-	-	-	-	-
Solano	358	277	77.3	81	22.6	23	6.4	41	11.4	7	1.9	..	-	-	..	6	1.6	4	1.1
Sonoma	821	717	87.3	104	12.6	50	6.0	15	1.8	29	3.5	2	.2	1	.1	3	.3	4	.4
Stanislaus	308	274	88.9	34	11.0	13	4.2	10	3.2	8	2.6	-	-	-	-	3	.9	-	-
Sutter	76	62	81.5	14	18.4	6	7.8	3	3.9	3	3.9	-	-	-	-	-	-	2	2.6
Tehama	41	38	92.6	3	7.3	-	-	1	2.4	2	4.8	-	-	-	-	-	-	-	-
Trinity	6	5	83.3	1	16.6	1	16.6	..	..	..	..	..	..	-	-	-	-	..	..
Tulare	228	186	81.5	42	18.4	31	13.6	6	2.6	1	.4	..	-	-	-	3	1.3	1	.4
Tuolumne	27	23	85.1	4	14.8	1	3.7	-	-	3	11.1	..	-	-	-	..	-	-	-
Ventura	609	478	78.4	131	21.5	100	16.4	16	2.6	6	.9	4	.6	-	-	4	.6	1	.1
Yolo	145	115	79.3	30	20.6	19	13.1	3	2.0	3	2.0	-	-	-	-	5	3.4	-	-
Yuba	55	44	80.0	11	20.0	3	5.4	6	10.9	1	1.8	-	-	-	-	-	-	1	1.8

cc
7/23/74

8/8/74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of August 8, 1974

* *
* NEXT MEETING: September 12, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* *

DOCUMENTS
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rabbi Alvin I. Fine, Joseph Garcia, Louis Heilbron, Leonard Kingsley, Curtis McClain, Earl Raab, Eduardo Sandoval, Harvey Wong

Excused: The Very Rev. C. Julian Bartlett, Rev. George Bedford, Sister Mary Bernadette Giles, Earl Livermore, Louis Simon

It was announced that Commissioner Simon is in the hospital and Director Becker was asked to write to him conveying the HRC's wishes for his recovery.

Staff: William Becker, Joan Barr, Carlos Carillo, Jack Casford, Susan Heller, Melanie Jenkins, Wayne Redus, Gail Roberts, Ed Vurek, Edith Witt, Dorothy Yee

Ms. Karen Yee was introduced. She is the new staff Chinese Recruiter, replacing Alvin Ja.

Pledge of Allegiance

Minutes of July 11, 1974 approved.

COMMUNICATIONS

- To Robert J. Dolan, Clerk, Board of Supervisors, asking that the HRC position of February 28, 1974 in regard to the Parkmerced Corporation's application for condominium conversion, be entered into the record of the August 5 proceedings of the Board where the Parkmerced Corporation was to ask Board permission to appeal the decision of the City Planning Department and the Department of Public Works, despite the present moratorium on condominium conversion. On February 28 the HRC voted to support the City Planning Commission's efforts to preserve low and moderate income housing and to avoid the displacement of large numbers of tenants.

- To Supervisor John Molinari, from Chairperson Bartlett, urging on behalf of the HRC that all agencies be asked to cooperate to bring the Gas Tax program up to optimum level of service to disadvantaged youth, young women as well as young men. The HRC voiced also its shared concern with Supervisor Molinari over the need to integrate summer job programs by sex and by race.

- From Supervisor Dianne Feinstein, regarding the 911 Emergency Phone Service Ad Hoc Planning Committee (working on setting up emergency telephone service for the City). The HRC is attending these and other meetings from the point of view of the urgency that multi-lingual emergency telephone service be an integral part of such planning.

- From Robert L. Abraham, Dick Hendry, Bill Sherman, Ann McCombs, Jack Webber, and Art McCaully, a copy of a telegram sent to the President of the San Francisco Board of Supervisors regarding need for a masterplan for all taxicabs and drivers and urging an "all-out effort" by the Board demanding a legal master contract for all Local 265 drivers.

- From Lane DeLara, Deputy Superintendent, San Francisco Unified School District, acknowledging letter expressing HRC concerns over reading as a priority

-more-

in the School District in a Resolution on Recommendations on the Teaching of Reading adopted June 27, 1974. Dr. DeLara reported that the reading budget had been maintained at the existing level for the 1974-75 school year, and that the District was moving on other specific issues named in the HRC resolution.

- From Leandro P. Soto, Executive Director, Arriba Juntos Center, thanks to the HRC for its endorsement and support of the OBECA/Arriba Juntos and the San Francisco Community Coalition for Educational Center proposal to the U.S. Office of Education for funding of its program in the Mission.

- From Harold T. Yee, President, Asian-American Service Institute for Assistance to Neighborhoods, thanks for HRC assistance also on the above proposal.

- From Concerned Americans, a letter, with accompanying signed petition, protesting telephone recorded messages of the American Nazi Party in San Francisco. Other public regulatory and law enforcement agencies also received this letter of protest.

- From Representative Patsy T. Mink, thanks to Jack Casford for continued assistance to encourage support and other actions for her H.R. 9895, the Gateway Cities bill already endorsed by the HRC.

- From Ms. Gloria G. Burchard, Abraham Lincoln Summer High School, and Maria Rodriguez, Lowell Students, thanks to Jack Casford for addressing a civic class recently about the HRC.

- From Assemblyman Willie L. Brown, Jr., reporting that AB 4041 (equal credit treatment of women) endorsed by the HRC, had passed the Assembly with his support, and that SB 2100 (providing funds for youth service bureaus) had passed the Senate but not yet been assigned to an Assembly committee. He supports SB 2100, also.

- From State Senator George R. Moscone, thanks for HRC support of his bills SB 2020 (school nitrition programs), SB 2176 (language assistance for non-English-speaking), and SCR 125, and giving status reports on each.

- From Senator Moscone thanks for HRC support of his Indian Education Centers and Indian Health Services bills (SB 2264 and SB 2328). They were due to be brought up in August in State Senate.

- Senator Moscone wrote also expressing his support for AB 4041, and reporting he voted at the Committee on Health and Welfare to support SB 2100.

- From Assemblyman Brown, expressing his support for SB 2020, SB 2176, and SCR 125.

- From Assemblyman Leo T. McCarthy, expressing his support for Senator Moscone's school nutrition and bilingual education program bills.

- Commissioner Leonard Kingsley at this point read in full a Resolution (Members Resolution No. 873) dated August 1, 1974, by the Honorable Leo T. McCarthy, Speaker of the California Assembly, commending Director Becker for his public service career, and work in furthering the civil rights of persons in San Francisco.

Special Order: Address by Supervisor Terry Francois on A New Multi-Cultural Approach to School Integration in San Francisco

Director Becker introduced the Supervisor.

Mr. Francois reviewed briefly his association for the past ten years with the Multi-Culture Institute. He stated his belief that public education is a key element in dealing with the problems of human rights facing this community. He recalled the efforts of the HRC in trying to recruit, counsel, and prepare minority young people for employment in the Fire Department and elsewhere, stressing the frustrations because of the extreme difficulty these young people

had in passing qualifying examinations. Whereas in the past it was said that young minority people coming out of schools in the South were under-trained and ill-equipped to compete, the situation now shows the deficiencies of the products of San Francisco's public schools. These frustrations will continue, he said, as long "as we have to develop programs to make up for the deficiencies in our educational system." He referred to pre-apprenticeship training programs which he said were created basically to teach those things that should be accomplished in the schools----basic reading, writing, and mathematics.

It is the children who do not do well, he said, that are of the most serious concern. The many Federal programs developed to provide supplementary help to these students are too expensive, he said, to be put into action throughout a big city school system, or funded by them when Federal funding comes to an end.

The Supervisor felt that the Multi-culture approach has the benefit of not being terribly expensive. (The HRC heard a full presentation in the past from Ms. Frances Sussna, the Director of the Multi-Culture Institute, and endorsed it.) Mr. Francois described briefly the methodology of the school, to try to build ethnic identification and pride in the child, rather than using only the old "melting pot" theory which stressed assimilation.

1. Ethnic groupings work individually (for three class sessions per week) to learn of common cultural mores, history, and heritage. This helps develop a feeling of comfort in belonging to a specific group.

2. Individual groups then meet in sharing sessions, where one group is host to another in a teaching role. This is once a week.

3. On special days, one group is host to the entire school. Mr. Francois said that these methods are believed at the Institute to help prepare children for their role in society, inprove cognitive skills, and an appreciation for the ultimate value of a good education. Then also help remove childrens' doubts of the ability of their group to perform.

The Multi-Culture Institute in San Francisco operated on a private basis under Ford and Rockefeller Foundation grants for three years at the kindergarten-through-sixth-grade level. In the summers of 1973 and 1974, the Institute has conducted summer training schools for teachers and administrators from across the nation. Fifty-two participated this summer.

This Fall this program will be in operation in Seattle, Los Angeles, a parochial school in Indianapolis, and two public schools in New York. Hopefully, in two San Francisco public schools in the Spring of 1975. There are hopes also to extend the program in Houston, and in the state of Georgia. Mr. Francois described in detail a program that was put on by Institute staff in Seattle last Spring. In this model program there were two public schools, one predominantly white and the other predominantly nonwhite. In the primarily white school, students were identified from German, French, Norwegian, and English backgrounds. The nonwhite school was largely made up of Blacks, Native Americans, Filipinos, Japanese, and Chinese. Ethnic studies classes were set up in the individual schools, and the groups then were transported between schools (bused) for their sharing sessions. There were no objections, said Mr. Francois, to this transportation aspect of the program.

Mr. Francois then discussed in broad terms recent Supreme Court decisions affecting desegregation of urban schools; the rulings on bi-lingual education requirements on public school systems; the anticipated ethnic positions that their children should not be bused away from special bi-lingual training schools, coupled with the problem of school districts unable financially to provide enough bi-lingual staff, etc. Mr. Francois said the multi-culture approach could help avoid this kind of impasse.

There is a need, said the Supervisor, to re-think our positions (on the above in San Francisco and other problems), questioning if we can afford to continue with a polarized community, with the courts in a sense saying how schools can be run. He called for an exercise of imagination, ingenuity, and maturity as a community in addressing these questions. Mr. Francois pledged his continued efforts in this direction, warning that if there is a continuing middle-class exodus from the City, San Francisco will be facing the same kind of problem that Detroit, Louisville and other American cities now face.

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Commissioner Earl Raab suggested, and it was

*****m/s/c that the HRC's Youth and Education Committee be directed to continue liaison with Supervisor Francois and the multi-culture approach concept, directing that the HRC be kept apprised of formal or informal meetings working on education/desegregation problems.

Commissioners Heilbron, McClain and Fine expressed the indebtedness of the HRC for the up-to-date presentation by Supervisor Francois.

*****Commissioner Fine asked leave to bring up an item not on the agenda, specifically the problem raised in the School District's secondary desegregation plan by the flood of temporary attendance permits (TAPs) being requested and granted. This policy, reported in depth in the local press, appears, said Commissioner Fine, to be intentionally or intentionally undermining the (effort to) racially balance the City's junior public high schools.

*****The Youth and Education Committee was directed to take this issue as a priority item for study and investigation.

COMMITTEES

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- <u>Proposed Amendments to the Rumford Fair Housing Act (Health and Safety Code)</u>

Commissioner Heilbron asked the HRC to consider action on the recommendations as statements of principle, as guidelines for wording proposed State legislation.

1. Legislation should be introduced to change the name of the present Fair Employment Practice Commission to the Fair Employment and Housing Commission. It is felt that inclusion of the term housing is essential because one of the principal functions of the agency is provision of housing services as well as those in the field of employment.

It was

*****m/s/c to adopt this recommendation, i.e. to change the name of the FEPC to the Fair Employment and Housing Commission.

2. Sections 35711, 35739, and 34745 of the Health and Safety Code should be amended to remove the limitation of FEPC affirmative action to only an educational program, and authorize the FEPC power to take affirmative action, with supportive sanctions to expand housing opportunities.

It was

*****m/s/c to adopt this recommendation, i.e., to remove the limitation of FEPC affirmative action to an educational function only, and to authorize FEPC to conduct affirmative action programs in housing, with sanctions.

3. The penalty damages now provided in State law that the FEPC may impose should be raised to a maximum of one year's rent. They are presently at a maximum of $500 to each complainant.

It was

*****m/s/c that the financial penalty/damages the FEPC is authorized to impose in a completed housing discrimination case be raised from the present $500 maximum for each complainant to a maximum of one year's rent.

- <u>Recommendation to State Real Estate Commission Regarding Adequate Inclusion of Fair Housing Laws in Courses and Exams Required for Real Estate Licenses</u>

It was

*****m/s/c that the HRC adopt the recommendation as stated above.

- Vice-Chairperson Medearis commented that there should be wide dissemination of information of offerings of real estate sales to all communities.

Edith Witt, Housing Representative, commented that the practice of "blockbusting" (described by Vice-Chairperson Medearis) is a violation of Federal and State law and subject to prosecution by the Department of Justice and State authorities. The HRC's original enabling ordinance contains a reference to blockbusting, a function which is largely pre-empted now by California State law.

- Commissioner Heilbron noted that under the proposed changes in affirmative action powers for the FEPC, it would be authorized to order advertising of properties in minority publications as well as in the general public press.

- Report on Tentative Draft of San Francisco Subdivision Ordinance (concerning condominiums).

The Public Works Department has prepared a tentative draft ordinance to apply to multiple-unit developments in the City, or multiple-unit conversions, i.e., from rentals to condominium owner units.

The ordinance draft is a long one, and will be commented upon by a number of City departments. Edith Witt has done this on behalf of the HRC. It is expected that a re-draft of the proposed ordinance will come eventually before the HRC.

The HRC's position has emphasized that assistance be given tenants (in a conversion undertaking) to remain, or to relocate, and that low and moderate-income units be included in each large development.

EMPLOYMENT

Rabbi Alvin I. Fine, Joseph Garcia, and Leonard Kingsley, Co-Chairpersons

- Hibernia Bank Affirmative Action Agreements, Six Months Progress Report - Susan Heller, HRC Affirmative Action Officer

On January 29, 1974, a Memorandum of Understanding was signed by the President of Hibernia Bank and the Director of the Human Rights Commission, detailing the overall employment of minorities and the placement of minorities and women in the official and managers category. The Memorandum of Understanding has an expiration date of January 31, 1977. This is the first report evaluating the progress Hibernia Bank has made in fulfilling the terms of the Memorandum. The statistical data is based on the reporting period of January 1 through June 30, 1974.

Recruitment

Hibernia has made contact with community training agencies and other minority referral agencies such as the HRC. Twenty-three (23) minority persons have been hired from these agencies. This figure equals 19.8 per cent of all hires for the reporting period. The list included Mission Language Center, Mission Hiring Hall, Fil-Am Language Center, HRC, the Employment Development Department, San Francisco Skills Center, Teller Training Program, East Bay Skills Center, and Balboa High. Hibernia has recently made contact with the Chinese Language Center and hires from their program will be reflected in the next report. Also, there are additional persons working at the bank who are gaining working experience through these training programs but are not counted as hires.

Affirmative Action File

Hibernia maintains an Affirmative Action File although only one person from the file has been hired. It is the bank's preference to work with training organizations as their major recruitment source of minorities.

Turnover

The minority turnover rate is 26.6 per cent, a reduction of 17.4 per cent

from last year. Seventy-five (75) per cent of all terminations were employees who had worked at the bank for two (2) years or less and 83 per cent of those persons who left the bank were employed in the lower grades (grades 2, 3, and 4). An effort has been made by the Personnel Department to track minority termination and potential terminations. In some cases, transfers were arranged to prevent dismissal or resignation.

Since new employees with less than two years of tenure leave at a far greater rate, Hibernia is changing its evaluation and salary structure of non-officer positions with the hope of reducing turnover. Employees will be evaluated every six (6) months until they reach the approximate midpoint of the salary classification; after which then will be evaluated on a yearly basis. Before, all employees were evaluated and given raises on a yearly basis.

Training and Promotion

Hibernia's initial management training program began in the middle of 1971. The bank has made a concerned effort to recruit minorities and women into subsequent programs. Female employees within the bank were selected for one class and the bank did an outside recruitment of minorities (including minority women) for a later class. Participants of both perform the same functions and receive the same salary. Of the 14 people, there are six minority males, and eight females, two of whom are minorities. There has been one resignation since the two programs' inception. As yet, there have been no promotions from either group; their progress will be tracked in subsequent reports.

In this reporting period, 42 persons have been promoted, 9 male and 33 female. Of the total, 10 (24 per cent) are minority females; no minority males were promoted. For example, a Black female was promoted from Assistant Operations Officer to Operations Officer and another female was promoted from Operations Officer to Assistant Manager.

Reporting

The bank submits monthly forms to HRC giving information on applicant flow and hires. Termination statistics are received on a quarterly basis. Every six (6) months HRC receives a list of promotions from within the bank, including promotions from the management training groups.

The bank has responded promptly and in a cooperative way to all requests for information and statistics. On-site visits have been a valuable source of information.

Goals

Hibernia has analyzed the data on retirements anticipated in 1974-1975 and 1976 and has projected promotional patterns for its minority and female employees. There will be two avenues for promotions into management jobs. First, there are employees (mainly women) who have been with the bank for a number of years in higher than entry-level positions, who will be promoted to management positions in their area of expertise. Secondly, there are minorities and women in management training programs who are currently being groomed for professional jobs, i.e., loan interviewers, assistant operations officers. After gaining experience in these positions, they will be eligible for positions in the officials and managers categories.

HRC accepts this approach since the basis is the bank's belief that it can recruit, retain, train, and promote minorities and women into responsible positions. In the next three years, there will be 15 positions open in the managerial ranks due to retirement and these placements will be persons currently holding jobs in the professional classifications, some women and no minorities. This, however, will open up 15 professional positions for the people currently in the management training programs.

The annual suggested inprovement rate for increasing minority participation in the Memorandum of Understanding is 4.5 per cent. In this reporting period, the increase has been 5.9 per cent from 19.6 per cent to 24.4 per cent.

Minorities hired comprised 45.7 per cent of new hires in the reporting period. The minority hiring goal stated in the Memorandum of Understanding was 50 per cent, although this figure arrived at on the basis of a 44 per cent minority turnover rate. More specifically, the number of Blacks has increased from 15 to 24, the number of Spanish origin from 28 to 38, the number of Asians

-more-

from 32 to 40 and Native Americans have decreased from three to two. Significantly, the number of minority males increased from eight to 26.

NATIVE AMERICAN ADVISORY
Earl Livermore, Chairperson

- Recommendation for HRC Endorsement of HR 12835 and S 2938 - Carlos Carillo

Mr. Carillo, of the HRC staff, introduced Thomas Phillips, Assistant Director, Region IX, American Indian Council.

Mr. Phillips briefly discussed the importance of these companion bills in Indian health services, whereby the urban Indians are recognized as having the problem, too. Heretofore, the HRC has heard how Federal health support for Indians has been restricted to those living on reservations only, leaving cut-off the increasingly large numbers of Native Americans being relocated to urban areas such as San Francisco.

It was

*****m/s/c that the HRC endorse HR 12835 and S 2928. The latter bill is before the Senate Committee on Interior and Insular Affairs.

- Commissioner McClain suggested that individual Commissioners themselves and with their constituencies contact their legislators to express support for these bills.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Committee Report

At the August 6 meeting, the Committee discussed advance planning for the 1980 Census. A member of the City Planning Department staff was present, to participate in discussion on how to emphasize that this advance planning include a strong ethnic count factor, based on the 1970 Census experience of serious undercounts of some ethnic communities to their eventual disadvantage in sharing in social programs.

The Committee was host also to Joseph Meza the Mayor's Deputy for Social Programs for a discussion of the continuing attempts to involve the private sector more actively in summer youth job planning and follow-through.

- The Jobs in Action for Latin Americans (JALA) program has been re-funded by the Mayor's Manpower Planning Council and will re-locate outside the HRC with IMAGE (a National Spanish-speaking organization concerned with government employment) as its operating agency, in order that people in Federal agencies, with which JALA has to work in its placement work for the Spanish-speaking, may be closer to the immediate operation of the program.

DIRECTOR'S REMARKS

- Request of the National Organization for Women Regarding the Police Officer Examination.

The Golden Gate Chapter of the National Organization for Women (NOW) has written the HRC requesting its assistance in working with the Police Department and the Civil Service Commission regarding the physical agility test for the Police Officer examination.

NOW has asked that a physical agility training class be set up for women who have applied for the Q-2 Police Officer position but who did not learn of a pilot training class set up by the Police Department in July.

Chief Donald M.Scott and George Emil, Director of Personnel for the Police Department, were informed of the NOW request, and responded to the HRC that the pilot program... "was not a training program and was not intended as

preparation for the physical agility examination. ...due to inadequate facilities and lack of instructors, the Police Department cannot undertake to train some 1,100 female police applicants with the view of assisting them in passing the physical agility portion of the forthcoming police examination."

Director Becker said that the Q-2 written examination is now scheduled for the first week in October, not September.

Director Becker introduced Ms. Anastasia Hopkinson, of the Golden Gate Chapter of NOW.

Ms. Hopkinson said the NOW position is that women are precluded from passing the Q-2 Police Officer examination by the proposed physical agility portion. Ms. Hopkinson said that in the past six weeks a survey of the effect of the physical agility exam on female candidates has in effect been a training program for them, and a measurement of any discriminatory effects of the exam on Women.

Ms. Hopkinson asked:

1. To receive the conclusions and data from this study.

2. That compensatory physical training program be set up immediately for women, citing as a precedent a program set up in 1971 to aid minority males applying for the San Francisco Fire Department.

Ms. Maxine Ussery, of Black Women Organized for Action, told the HRC that her experience in interviewing young women about their hopes of becoming police officers brought out that counseling in high schools is vital in providing the necessary information and incentive for them. She asked the HRC to help promote such counseling activities, plus special curriculum courses.

Director Becker said that he had talked with Dr. Leonard Beckum, a consultant to the Civil Service Commission, that morning briefly regarding his work in determining the validity of the written exam and is concerned also with assessing the physical exam. He suggested that the NOW representatives meet with Dr. Beckum.

It was

*****m/s/c that Director Becker continue to work on the NOW requests items with Ms. Hopkinson.

REMARKS FROM THE AUDIENCE

- A delegation of Chinese women workers appeared to speak regarding their dispute with the Great Chinese American Sewing Company (Jung Sei) over their desire to organize collectively in a union.

Ms. Dorothy Yee introduced Ms. Fong, Ms. Tom, and Ms. Ma. Ms. Fong then addressed the HRC, describing (in Chinese) the work dispute and her group's position. Her translator was Mr. James Hsue. The workers are on strike over a number of grievances---lack of job protection, failure of the employer to provide health insurance for employees despite promises to do so, after three months on the job, etc.

The employer in question is not a member of the Chinese Contractors' Association, and is owned directly by a firm called Esprit de Corps.

There are 135 employees affected in this strike movement.

Ms. Fong and Mr. Hsue were thanked for their presentation and

*****HRC staff was directed to work directly and immediately with the group.

CALENDAR MATTERS

- The next meeting of the HRC will be September 12, 1974.

STANDING COMMITTEES

Employment	Thursday, August 22, 1974 9:30 A.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, September 5, 1974 3:30 P.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Thursday, August 15, 1974 12:30 P.M. HRC Office, Room 509 1095 Market Street
Police Liaison	Wednesday, August 21, 1974 4:00 P.M. HRC Office, Room 509 1095 Market Street
Social Programs	Tuesday, September 3, 1974 10:30 A.M. HRC Office, Room 509 1095 Market Street
Native American Advisory	To be scheduled

Adjournment

Respectfully submitted,

William Becker
via
Jack Casford

WB:JC:cc
8/15/74

9-12-74

DOCUMENTS

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of September 12, 1974

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* NEXT MEETING: The regularly-scheduled *
* meeting of September 26, 1974 has been *
* cancelled. The HRC will meet instead *
* on Thursday, October 3rd, at 9:30 a.m., *
* in Conference Room 104 of the War Memorial *
* Building, Van Ness and McAllister. *
* *
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NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Joseph Garcia Sister Mary Bernadette Giles, Leonard Kingsley, Earl Livermore, Earl Raab, Eduardo Sandoval, Harvey Wong

Excused: Rev. George L. Bedford, Rabbi Alvin I. Fine, Louis Heilbron, Curtis McClain, Rev. Victor L. Medearis

Staff

Present: William Becker, Frank Anderson, Mrs. Joan Barr, Jack Casford, Alvin Ja, Mrs. Melanie Jenkins, Wayne Redus, Mrs. Gail Roberts

Pledge of Allegiance

Minutes of August 8, 1974 approved.

COMMUNICATIONS

- From U.S. Senator Henry M. Jackson, acknowledging the HRC's endorsement of S. 2938, the Indian Health Care Improvement Act, and informing that the measure has been reported to the Senate out of the Committee on Interior and Insular Affairs.

- From U.S. Senator Clifford P. Hansen, a message similar to Senator Jackson's.

- From Franklin D. Ducheneaux, Counsel, Indian Affairs SubCommittee, House of Representatives Committee on Interior and Insular Affairs, reporting that "any real Subcommittee action (on S.2938), on the House side, will be scheduled for the next Congress."

- From Thomas G. Allen, Executive Director, American Indian Center, thanks to Carlos Carrillo, of the HRC staff, for his assistance to the Center on behalf of its Summer Youth Program.

To Doug Tompkins, President, Esprit de Corps (the firm owning a dress factory in Chinatown whose striking employees made a presentation of their working grievances before the HRC August 8, 1974) from Director Becker requesting a meeting of HRC Commissioners and himself with the firm to discuss reconsideration of Mr. Thompkins' decision to close this particular shop.

- From Leandro P. Soto, Executive Director, O.B.E.C.A. Arriba Juntos Center, thanks for the HRC's response to a recent request for supportive help from the Community Coalition for Educational Opportunity in its application for funding from the U.S. Office of Education.

- From Sandra I. Mack, San Francisco Federation of Teachers, announcing with regret her resignation from the HRC's Youth and Education Committee.

- From George R. Bianchi, of Tobin & Tobin, Attorneys at Law, thanks for Wayne Redus' forwarding of the HRC six-month report for The Hibernia Bank.

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COMMITTEES

EMPLOYMENT

Rabbi Alvin I. Fine, Joseph Garcia, and Leonard Kingsley, Co-Chairpersons

- Fisherman's Wharf Restaurant Affirmative Action Agreement - Ms. Melanie Jenkins, HRC Affirmative Action Officer.

Ms. Jenkins' report was a follow-up on the action of the HRC in April of 1974 to seek more specific goals and timetables for effective affirmative action by restaurants leasing Port Commission land and hence, as leaseholders with the City, subject to implementation by the HRC of the Nondiscrimination Ordinance.

Ms. Jenkins characterized the working meetings as fruitful, and free of hostility. HRC staff prepared a draft of the Affirmative Action Agreement, which was studied by union and employers' legal representatives, and the signing of the Agreement took place August 29, 1974.

Thirteen major Wharf restaurants holding City contracts signed the Agreement, as well as Joseph Belardi, Executive Secretary of the Local Joint Executive Board of Culinary Workers. The restaurants are: Alioto's, Castagnola's, Expo No. 1, the Franciscan, Sabella & La Torre Fish Grotto, Stradel's Fish Grotto, Borruso's Light House, The Crow's Nest, Fisherman's Grotto, Pompeii's Grotto, Scoma's, and Tarantino's. The agreement signed by Victoria Station was separate because it does not have a union contract. The World Trade Club, through Mark J. Sullivan, Secretary, wrote September 10th to the HRC stating its intent to sign an Affirmative Action Agreement as well.

Mr. Belardi wrote the HRC separately, asking that the HRC hear the qualifying conditions of the Local Joint Executive Board of Culinary Workers, Bartenders, Hotel, Motel and Club Service Workers to the Affirmative Action Agreement. Mr. Belardi's letter, read in full, included these points:

1) "Front-of-the-House" classifications; In most cases these classifications would include, but not necessarily be limited to, Bartender, Cocktail and Food Waiter/Waitress, Host/Hostess and Cashier.

2) Since so-called "Back-of-the-House" or kitchen classifications are well-represented by minorities, an effort should be made to utilize women in the better-paying classifications which should be done through the Cook Apprentice Program in those houses which qualify for that program.

The agreement spelled out conditions for Recruitment, Training, and Reporting by the signatory restaurants, and the HRC will review compliance with the Agreement.

Ms. Jenkins said she felt that the conclusion of this Agreement was a substantial step in the right direction (towards employment opportunities at the Wharf for minorities and Women) and that the implementation phase of the Agreement would be important as the meetings that led to it. She said she saw the Agreement as a first step towards opening the entire restaurant industry in San Francisco.

Chairperson Bartlett and Director Becker both praised the work of Ms. Jenkins and Wayne Redus, Coordinator of Employment, in securing this Agreement. The cooperation and assistance of Joseph Belardi of the Union and the cooperation of the employers were also cited for commendation. Mr. Becker noted especially that the individual employers signed the agreement and did not hide behind an association.

Mr. Redus said that the calling of the first meeting on drawing up the Agreement was aided by Ms. Miriam Wolff, former Port Authority Director, and he praised as well the contributions of Commissioner Joseph Garcia.

- Employment Recruiters Mid-Year Report - Alvin Ja, Coordinator, Employment Recruitment.

The Employment Recruitment Program, whose purpose is to help S.F. Civil Service and private industry get a flow of qualified minority applicants, has been in operation since March of 1972. Since then, the program has been expanded to include affirmative action recruitment for women. This report covers the results of the recruitment program during the first half of 1974.

The eight HRC staff recruiters succeeded in placing a total of 326 people in jobs, both into private industry and City employment, and onto Civil Service eligibility lists in the six-month period from January through June of this year, an average of 54.3 placements per month. Divided between Civil Service and private industry, the distribution of the 326 placements were: 111 (34%) with Civil Service (permanent), five (2%) Civil Service (Limited Tenure), and 210 (64%) with private industry. During most of this time the recruiters worked without a complete staff. This was due to normal attrition during a freeze in Emergency Employment Act hiring. The recruiters are not funded by the City, but by the Federal Public Employment Program.

The distribution of the 326 placements was generally even among the ethnic groups represented by the recruiters (Native-American, Spanish Origin, Black, Chinese, Pilipino, Japanese)with the exception of Japanese, which accounted for only 18 or about 6%, of the placement total. Although the composite total is evenly distributed among the ethnic groups, there is a definite difference in the distribution between Civil Service categories and private industry. These variations basically reflect the differences in the area of emphasis by the recruiters. In terms of male/female distribution, the placements are approximately 44% male and 56% female.

In the first half of 1974, 116 Civil Service job and eligibility list placements were made by the recruiters. This averages 19.3 per month. For the period, from the beginning of the program through December 1973, the Civil Service figure averaged 21.1 per month. A drop in the monthly average in Civil Service placements occurred for each of the ethnic groups, resulting in an overall decline of just about three per month in the Civil Service area. The availability of Limited Tenure and EEA as sources for minority placement continued to decline until recently. This was especially true for EEA positions due to a freeze in hiring during the latter part of this period.

The recruiters have made 142 placements with private industry, not including mass referrals, for the first half of the year, averaging out to 23.7 placements per month. This shows an increase of 5.5 placements per month over the monthly average for the period of March 1972 - December 1973. Each of the ethnic groups, except for one, posted gains in the monthly placement average over the previous period. Mass referrals only totaled 68 placements for this period, averaging 11.3 per month.

The decline in Civil Service placments for the first six months of this year, although it is partially attributable to the disappearance of EEA and Limited Tenure openings, points out the need for closer work with Civil Service. The recruiters, accordingly, will be paying more attention to the Civil Service area. The Recruitment Staff will continue to make progress, especially since we have now reached full staffing.

YOUTH AND EDUCATION

Sister Bernadette Giles, Co-Chairperson

The Impact of Granting of Temporary Attendance Permits (TAPs) by the San Francisco Unified School District on Secondary School Desegregation - Commissioner Giles

The Committee at its last meeting invited Carlos Cornejo, Director of Integration and Desegregation, SFUSD, and Dr. George Karonsky, Director, Junior High School Division, to discuss this issue. They reported that the issuance of the TAPs has negated the original intent of the desegregation

plan. The range of minority group students in the City's public schools thus is far different than what had been planned. The TAPs are said to have made it impossible for some of the quality education programs developed through Dr. Karonsky to be made effective in terms of teacher and pupil populations. Changes, therefore, are not going to happen either in racial integration with quality of education itself.

The final count of TAPs had not been made by the time Mr. Cornejo was reporting to the Youth and Education Committee. - Director Becker noted that the Board of Education had in effect created open enrollment through its authorization of TAPs. This was a device used in the South to avoid integration. He said that the City need be cognizant of the fact that the Board of Education authorized practices that make it impossible for staff to implement integration.

- Ms. Evelyn Eaton, an observer from the League of Women Voters, was introduced and welcomed to the HRC.

- Members of the HRC were asked to submit their lists of persons and organizations to whom copies of the newsletter FYI should be sent.

- At this point Commissioner Raab arrived, making a Quorum.

YOUTH AND EDUCATION

- Request for Endorsement of Education for the People-Commissioner Giles

In 1972, California passed the Education for the People Act (Vasconcellos) requiring that educational goals be set up throughout the State in each school district, and for each school within a district. That law currently is being implemented in San Francisco through Education for the People, a steering committee of 30 members representing community groups and Board of Education members. Its intent is to generate interest, and to be of assistance to individual schools, through meetings with staff and parents for input into the setting of goals for each school. The steering committee needs the support of agencies in the community such as the HRC.

Commissioner Giles introduced Ms. Lorna Pasco Hill, co-chairperson of the San Francisco steering committee. Ms. Hill announced that she has just resigned her post, because of, in part, a reflection of the feelings of many that they cannot effect change in the school system. She said that there is a sense of hopelessness among many in the City about the conditions in the schools, yet an inability to recognize that the Education for the People steering committee is the means by which to bring about changes they desire. She said she hoped that members of the steering committee would come to grips with this issue within the next few months. She charged that the school administration has verbally supported the Education for the People activity, but that not all administrators supported it by their actions. Ms. Hill said it is extremely difficult to get some educators to listen to lay people. Ms. Hill said, in addition, that the steering committee is presently not fully representative of the community, partly because "a lot of people of color do not have faith in the educational system." An effort is being made to solve this problem. Gail Roberts, HRC Coordinator of Community Relations, is a member of the steering committee.

It was

*****m/s/c/that the HRC endorse Education for the People.

Commissioner Livermore noted that the Native American community is working on an educational program within its own community and within the School District, and asked how its representatives could participate in the steering committee. Ms. Hill gave Commissioner Livermore the name of Hartley Fleischmann to contact, and announced that participation is encouraged for those who wish to apply.

- Request for Acceptance of the 1973-74 Report on Programs for the Gifted: William Cummings, Supervisor, Programs for the Gifted.

The progress report (provided in advance to Commissioner for their study) on Programs for the Gifted was reviewed by Commissioner Giles in brief. It defines how mentally gifted minors are identified in the California State Code, explains State funding, and cites the July 9, 1971 decision of Federal Judge Stanley A. Weigel ordering school desegregation. Among general observations of the Committee report are: that "all children identified as gifted at both the elementary and secondary levels are receiving sufficient programming to satisfy the requirement for requesting State funding."; and that some money for the program has come from the School District ($108,646 (specifically budgeted for the 1973-74 school year as well as funds from the regular instructional program.)

The report also discusses in detail the status of the Gifted Programs at the elementary, junior high and senior high school levels. The minority group participation at the elementary school level in total impact classes was 56 per cent; at the junior high level, 57.4 per cent; and at the senior high level, 38.2 per cent.

Reference is made to recommendations adopted by the HRC in December of 1971 with the action taken to date on them. As a result of one recommendation a psychologist from the Association of Black Psychologists served as a consultant to the program and worked with the Identification and Placement Committee during the 1972-73 school year and the Recommendations adopted by the HRC in September, 1973 and actions to date also are discussed in this report, and actions to date on them include:

- a minority group staff person has been serving as a regular member of the Identification and Placement Committee since September, 1973;

- The SFUSD Office of Research, Testing and Program Evaluation released in July, 1974, an assessment, with a detailed description of the programs at the elementary and secondary levels.

Mr. Cummings was introduced. He urged that there be support for AB 3415, a measure currently before Governor Reagan for his signature, having been passed on a 79-0 vote by the State Assembly, and with only two dissenting votes in the State Senate. This measure would increase funds available for mentally gifted pupils to reflect the apportionment cited in the State Education Code.

After discussion, and since there was no Committee recommendation on this measure for HRC endorsement, no action was taken at this meeting.

It was
*****m/s/c that the HRC adopt the Report on Programs for the Gifted. (The full text of this report is available by calling or writing HRC)

- Commissioner Sandoval expressed a concern that the participation of Spanish-speaking students in Programs for the Gifted was far below that of the total Spanish-speaking school population proportionately, and requested Youth and Education Committee to examine why and to press for some remedial action.

POLICE LIAISON
Earl Raab, Chairperson

- Recommendations to the Internal Affairs Bureau, San Francisco Police Department.

Commissioner Raab discussed ten recommendations the Committee has developed over a period of several months in discussion with community groups and the Internal Affairs Bureau of the San Francisco Police Department on the subject of complaint handling procedures

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Proposed Recommendations to the Internal Affairs Bureau, S.F.P.D.

1. The report explaining the allegations of the complaint should also be given to the complainant for review of accuracy. THE IAB AGREED TO PROVIDING THIS COPY.

2. The complainant should be informed of the name and command of the officer in charge of the investigation, the interrogating officers, and all persons who will be present during the interrogation. THE IAB AGREED TO DO THIS.

3. The complainant should have the right to bring his own recording device and record any and all aspects of the interrogation of the complainant by Internal Affairs. THE IAB AGREED TO THIS RECOMMENDATION.

4. The complainant should have the right to counsel or to have another representative of his choice at each and every stage of the investigation where the complainant is present. THE IAB AGREED TO MAKE THIS PART OF PROCEDURE.

5. The complainant should have the right to name witnesses who shall be interviewed. THE IAB WILL MAKE THIS A PART OF EXPLICIT PROCEDURE BY OFFICERS.

6. Investigations should be completed in a 30-day period unless extension is granted by the Chief. A time limit should also be set in determination of the final action. The complainant and officer should be notified of any delay. THIS IS A GOAL OF THE IAB AND TOWARD WHICH IT IS WORKING. IT NEEDS MORE STAFF.

7. The complainant should be notified of the disposition and reasons for it immediately. THIS IS DONE NOW. THE HRC CONCERN WAS THE REASONS WERE NOT EXPLAINED IN SUFFICIENT DETAIL.

8. All investigations of complaints against officers should be conducted by the Internal Affairs Bureau. SOME INVESTIGATIONS ARE STILL DONE BY LOCAL PRECINCTS. THE IAB IS IN FAVOR OF CONDUCTING ALL COMPLAINTS. IT NEEDS STAFF.

9. The Internal Affairs Bureau should work more closely with the Community Relations Unit in disseminating information to the public about the complaint process, and in publishing Permanent Order #2 and other information in Spanish, Chinese, Tagalog, Korean, and other languages of non-English speakers in San Francisco. THE IAB AGREED TO DO THIS AND HAS COMPILED THIS INFORMATION IN SPANISH AND CHINESE AND IS SEEKING FUNDS TO EXPAND THIS SERVICE.

10. The Internal Affairs Bureau should publish and make available statistics of complaints, dispositions, and actions in the form of an annual report. THE IAB HAS AGREED TO DO THIS AND HAVE SUCH A PROCEDURE.

Other points requiring more information and discussion:

11. The complainant should be able to appeal the Internal Affairs recommendation when presented to the Police Commission. THIS IS STILL BEING DISCUSSED. THE HRC CONTINUES TO PRESS FOR A MEANS FOR INFORMING COMPLAINANTS OF THEIR RIGHT TO A REVIEW OF THEIR APPEAL BY POLICE COMMISSIONERS.

It was

****m/s/c that the HRC authorize communcation of these Recommendations to the Internal Affairs Bureau.

- H.R. 10602, Community Anticrime Assistance Act: Request for Endorsement

This is a measure to provide Federal assistance to cities, public agencies, and nonprofit private organizations for the purpose of improving police-community relations, encouraging citizen involvement in crime prevention programs, volunteer service programs, and other cooperative efforts in the criminal justice system. Passage of this bill will mean that more

funds will be available for programs which previously had very limited resources---such as ex-offender services, alternatives to incarceration, recruitment of minority police officers, and the use of citations in lieu of arrests for nonvictim crimes. H.R. 10602 appropriates $25,000,000 for each of two years to cities and public agencies and the same amount to nonprofit private organizations.

It was

****m/s/c that the HRC endorse H.R. 10602.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Recommended Support of Federal and Local Obligations Regarding Multi-Lingual Emergency Telephone Service. - Jack Casford

The Committee is following City planning for inauguration of a 9-1-1 Emergency Telephone Service in San Francisco by September of 1975, with a special concern for the provision of translation and interpreter service for persons speaking little or no English.

Mr. Casford read drafts of two letters the Committee proposes be written on this issue: one to Senators Cranston and Tunney supporting the introduction of legislation for a Federally-funded facility for interpretation and translation service, and detailing its position that the City not be considered relieved of its obligation to provide bilingual service when 9-1-1 becomes effective. The second letter would also urge that the Civil Service Commission make its selection process for Police Communication Dispatcher on a basis that the Police Department include bi-lingual requirements in its requisition for these positions now.

It was

*****m/s/c that the HRC authorize that these letters expressing these views be written.

DIRECTOR'S REMARKS

- Director Becker asked that a letter of commendation and congratulation be sent to Leroy Cannon, formerly a member of the City Attorney's staff who aided the HRC through that office for many years, who has become Counsel for the Board of Education. The new HRC liaison on the City Attorney's staff is William Bennett.

- After a series of meetings with Civil Service, the National Organization of Women, and the Police Department, steps are under way to work up a program of physical training for women applicants for Police Department positions.

It was

*****m/s/c that a special Resolution of Condolence to Mrs. Gladys Simon and her family be sent on behalf of the HRC. Commissioner Simon died August 14, 1974. He had been a member of the Human Rights Commission since 1970, and was active in many civic organizations.

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CALENDAR MATTERS

- The September 26, 1974 meeting was cancelled in view of the fact of its being Yom Kippur some commissioners will be absent in addition to the vacancies, and the vacation plans of others making a quorum unlikely.

- The meeting will be Thursday, October 3rd at 9:30 a.m. in Conference Room 104 of the War Memorial Veterans Building, V An Ness & McAllister Streets.

- The Commissioners and staff stood in silence at Adjournment in memory of Commissioner Louis S. Simon.

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STANDING COMMITTEES

Employment	There will be no meeting in September
Youth and Education	Thursday, September 19, 1974 Thursday, October 3, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing & Urban Development	To be scheduled
Police Liaison	Wednesday, September 18, 1974 4p.m. HRC Offices, Room 509
Social Programs	To be scheduled
Native American Advisory	To be scheduled

Respectfully submitted,

William Becker
via
Jack Casford

WB:JC:pa
Attachment - One
9/19/74

HUMAN RIGHTS COMMISSION ETHNIC

RECRUITMENT RESULTS FOR 1/74 - 6/74

TABLE 1: COMPOSITE

ETHNIC GROUP	CIVIL SERVICE	PRIVATE INDUSTRY	MASS REFERRAL	ETHNIC TOTAL
Native-American	2	22	30	54
Spanish Origin	21	36	6	63
Black	35	17	9	61
Chinese	42	13	14	69
Pilipino	15	40	6	61
Japanese	1	14	3	18
	116	142	68	326
	(avg.: 19.3/mo.)	(avg.: 23.7/mo.)		(avg.: 54.3/mo.)

TABLE 2: CIVIL SERVICE: PAST & CURRENT

ETHNIC GROUP	PAST (3/72 - 12/73)		CURRENT (1/74 - 6/74)	
	Number	Avg./mo.	Number	Avg./mo.
Native-American	54	2.5	2	0.3
Spanish Origin	224	10.2	21	3.5
Black	251	11.4	35	5.8
Chinese	181	8.2	42	7.0
Pilipino	112	5.1	15	2.5
	872	39.6	116	19.3

TABLE 3: PRIVATE INDUSTRY: PAST & CURRENT

ETHNIC GROUP	PAST (3/72 - 12/73		CURRENT (1/74 - 6/74)	
	Number	Avg./mo.	Number	Avg./mo.
Native-American	102	4.6	22	3.7
Spanish Origin	95	4.3	36	6.0
Black	60	2.7	17	2.8
Chinese	35	1.6	13	2.2
Pilipino	51	2.3	40	6.7
Japanese	57	2.6	14	2.3
	400	18.2	142	23.7

AJ:bct

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of October 3, 1974

NEXT MEETING:	October 24, 1974
	Thursday
Commission Room, Third Floor	
Main Library, Civic Center	
	9:30 A.M.

DOCUMENTS
OCT 29 1974
S.F. PUBLIC LIBRARY

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Rabbi Alvin I. Fine, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Rev. Victor L. Medearis, Earl Raab, Eduardo Sandoval, Harvey Wong

Excused: Earl Livermore, Curtis McClain

Staff: William Becker, Dan Amerson, Jack Casford, Jay Fernandez, James Holley, Alvin Ja, Wayne Redus, Gail Roberts, Ed Vurek, Edith Witt, Doug Yamamoto

Pledge of Allegiance

Minutes of September 12, 1974 approved.

COMMUNICATIONS

- From Ms. Gladys Simon and Family, acknowledgment of the HRC's formal Resolution of Condolence to them for the late Commissioner Louis S. Simon. Ms. Simon wrote: "My husband regarded the work of this Commission most valuable to the community and its continuance mandatory."

- From State Senator Milton Marks reporting that his Senate Bills 1507 and 1552 (confidentiality of methadone outpatients' records) had been approved by the Legislature and sent to the Governor.

- Director Becker introduced Mr. Joseph Vaultz, a member of the San Francisco 1974 Grand Jury Committee assigned to study the Human Rights Commission.

COMMITTEES

EMPLOYMENT

Joseph R. Garcia and Leonard Kingsley, Co-Chairpersons

- Candlestick Park Affirmative Action Report - Ed Vurek, HRC Affirmative Action Officer

Stevens California Corp. is the food service concessionaire at Candlestick Park for the San Francisco Giants and 49er's games. The company is in the third year of a five-year affirmative action hiring agreement to increase minority participation in their workforce. The negotiating parties were the HRC, Stevens California Enterprises, the Concession and Program Employees #468 (Vendors Union), the San Francisco Bartenders, and Hotel, Motel and Club Service Workers (Culinary Union) and the Bayview-Hunters Point Model Neighborhood Commission. A five-year agreement was signed.

The primary purpose of the agreement was to reach and maintain a high level of employment for residents of the neighborhood. The primary referral source is the Bayview-Hunters Point Manpower Program. When the primary goal was achieved, the agreement called for City-wide minority recruitment.

The current problem is the steadily declining attendance, which has decreased the number of jobs. Last years attendance at Giants games dropped to around 600,000-half of their peak years. This year the decrease has continued by about 15 to 20 percent.

This report covers the period of April 5th to June 13, 1974 (33 Giants games). There are two categories of employment with Stevens; culinary and vendors. Culinary employees work in stationary food stands, the stadium restaurant, and bar. A few culinary employees work on other than game days to maintain and stock the food service areas.

The vendors carry various food and novelty items in trays to sell in the grandstand. The vendors are paid on commission according to how much they sell. They depend very much on high attendance and good weather for success. The culinary employees, on the other hand, work inside and receive a set wage according to union contract.

The past reports indicated only numbers and percentages of minority employees. An employee could be included if one day of work was recorded. In order to find out how much of the time minority employees actually worked, we requested information on the total number of days worked by concessionaire employees. This report includes a breakdown of the total number of days worked by number and percentage, of each group.

Minorities dominate the number of hires made in culinary since the agreement, 44 of 47 (93.6 percent). Minority employees are 74.3 percent of the culinary workforce. In terms of total days, minorities worked 77.5 percent of the total 1,332.

In vending, fewer new employees were hired because of attendance problems. Minority employees were 77.4 percent of new hires, 12 of 14. The percentage of minorities in vending is 86.6, and minorities worked 86.5 percent of the total days (477). The vendors are all male. The employer contends that while the jobs have always been held by men, women applicants would not be rejected.

A complete comparison of statistics from previous Candlestick Park reports cannot be made because of the new report system. However, some comparisons are possible. In culinary minorities, employees have increased from 54 percent to 74.3 percent of the workforce since 1972. Women have increased from 37 percent to 40 percent of the culinary force in the same period; it has achieved its goal.

Commissioner Wong urged that the concessionaire make more effort to include Asians in its workforce. Efforts in this sector have been stymied in part, said Mr. Vurek, because of the continuing attendance/business decline at the park.

- Affirmative Action Proposal of the Beer Drivers and Salesmen's Local Union No. 888 (Teamsters) - Allan Baird.

Director Becker introduced Mr. Baird, reminding the HRC that while much of its past affirmative action work has been done in the building trades and in cooperation with the Central Labor Council unions, only in three instances, however, has the HRC worked with the Teamsters union, once with the automobile sales and repair industry, (auto row) and twice with a construction local regarding training programs.

Mr. Baird, a representative of the Teamsters union in San Francisco, assigned to the Beer Drivers and Salesmen's Local Union No. 888, said that in the past several months he had been made aware of problems locally in minority participation in the workforce of local distributors as drivers, driver-salespersons, and working in warehouses. As a result he, working with Peter Guitry, of the University of California, Berkeley, and a Teamsters attorney, has written

an affirmative action program to facilitate a joint union-employer effort to give employment opportunities to minorities. The program has been signed by the executive board and secretary-treasurer of Local 888. A copy was sent to each of the sixty beer distributors in Northern California and to the consultant representative of most of the distributors. These firms employ some 1,000 men, Mr. Baird said.

Mr. Baird said the first reaction from the distributors' representative was: 1. There was no way the beer distributors would sign an affirmative action program, and that

2. If the union persisted in its efforts in this area, the "penalty" would be suspension of use of the union hiring hall to fill jobs.

Mr. Baird said in addition that the distributors have been informed by letter from their representative that they are to henceforth hire "off the street." This issue, the cut-off of use of the union hiring hall for job referrals, is now in litigation.

Mr. Baird said he was appearing before the HRC seeking its assistance in opening up jobs so long denied to minorities as beer drivers and salespersons, and also as a step to improving the Teamsters record generally on minority hiring.

In ensuing discussion, the question was raised as to the applicability of the City's Nondiscrimination Ordinance to suppliers to City contractors, i.e. beer sales to holders of Wharf restaurant leases, or Candlestick Park franchises.

***** Staff was asked to have the City Attorney make a determination on this point.

Director Becker noted that the affirmative action program of the Teamsters call for Local 888 to continue to refer one nonminority person for each minority person referred to a distributor, with the provision that only minorities shall be hired to fill any job opening during the first six months of the agreement.

It was

*****m/s/c to refer to the Employment Committee the investigation of Local 888's efforts to secure agreement to its proposed affirmative action program with beer distributors, with the intent of supporting an affirmative action program.

Mr. Baird emphasized that the union's assumption in offering this program was that it would be a negotiable issue, but that to date the employer reaction had been to reject it out of hand.

- Commissioner Heilbron commented that this (Mr. Baird's presentation) is a healthy indication that this and other unions are acting on affirmative action.

- <u>World Trade Club Agreement: Status Report</u> - Wayne Redus, HRC Coordinator of Employment

Announcement of the signing of an Affirmative Action Agreement with the HRC by major Fisherman's Wharf restaurants at the September 12th HRC meeting included the announcement that the World Trade Club, a private club leasing facilities in the Ferry Building, had not signed, but had written September 10th to the HRC stating its intent to do so. Mr. Redus reported that following September 12th, there was difficulty in getting the World Trade Club's actual signature. A final deadline of 4:00 p.m., September 30th was, however, met by the Club at 3:30 p.m. (by special messenger) on that day.

Mr. Redus said that the Affirmative Action Agreement is now in the implementation stage with all signatories. Thirteen major Wharf restaurants holding City contracts signed the Agreement, as well as Joseph Belardi, Executive Secretary of the Local Joint Executive Board of Culinary Workers.

- Request for Endorsement of AB 3905 (introduced by State Assemblywoman March Fong).

This bill, signed into law by Governor Ronald Reagan, provides for pregnancy leave benefits in the Governmental Code. It provides that pregnancy and childbirth are temporary disabilities for all job-related purposes, and that a state employer may grant a leave of absence for a period not exceeding one year for pregnancy, miscarriage, childbirth, and recovery therefrom.

It was

**** m/s/c that the HRC endorse Assembly Bill 3905, with the concern that the provisions of AB 3905 are consistent with state personnel practices.

- Status Report on Negotiations with Fireman's Fund American Insurance Company Regarding Affirmative Action - Commissioner Kingsley.

An HRC ad hoc committee of Commissioners and staff has been meeting with the president of the Fireman's Fund as a follow-up to HRC action on July 11, 1974. A report by staff on affirmative action in the insurance industry in San Francisco, particularly those companies that do business with the City government, led to an instruction by the HRC that "the co-chairpersons of the Employment Committee met with the President/Chief Executive of Fireman's Fund American to indicate deficiencies in employment and ask that an affirmative action program be submitted to the Employment Committee within the period of ninety days."

Commissioner Kingsley reported that the HRC committee feels reasonably sure that an effective affirmative action program is being developed. The company was concerned about the 90-day program submission time and the HRC group feels that given the program's stage of development now, a final one can be reported in approximately seven weeks, and so has agreed to a later reporting date.

POLICE LIAISON
Earl Raab, Chairperson

- Commissioner Raab introduced Lt. Richard Trueb, head of the San Francisco Police Department's Legal Department, who has been designated by Police Chief Donald Scott as his representative on the Police Liaison Committee.

- Methadone Treatment Programs/Concern for Patients' Records Confidentiality

Senate Bill 1552 (Senator Marks), endorsed by the HRC early in 1974, though passed by the Legislature, was vetoed by Governor Reagan. This bill would have prevented the State Department of Health from closing down methadone treatment programs which refuse to release the names and medical records of those being treated. San Francisco methadone maintenance clinics have been resisting (they are operated by the City Department of Public Health) the State's efforts to require access to patient records. A City outpatient methadone clinic program which was granted State funding has been held up because the State Department of Health is withholding its approval unless it can obtain access to records. The HRC has supported the City's position before. Other counties in California have given up in their resistance to State inspection of patient records, said Commissioner Raab.

Chairperson Bartlett commented that protecting the identity of patients under medical treatment seemed so open-and-shut an ethical case, and expressed his shock at the veto of this bill (SB 1552), especially since it was passed by the Legislature.

- Request for Support of a Halfway House for Ex-Offenders in the Bayview-Hunters Point = Commissioner Medearis

A group of clergy in the Bayview-Hunters Point (Father Don Mackinnon, of Our Lady of Lourdes, the Rev. Alzia Bowser, and Rev. Larry Moore) met

recently with the Baptist Ministers' Development Corporation at the Double Rock Baptist Church to discuss establishment of a halfway house for ex-offenders in that community. A location has been found that could accommodate twelve persons, but funding is needed. The Lutheran Church has agreed to match community contributions of $2,500. So far, $2,000 has been raised by the community. The project hopes to provide rehabilitation and job preparation as well as family counseling and other supportive services for its minority clients at the halfway house.

It was

*m/s/c that the HRC support the concept of a halfway house for ex-offenders in the Bayview-Hunters Point community.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Statement Urging that the International Hotel be Maintained as Low-Rent Housing.

Commissioner Heilbron reviewed the history of this structure, whose tenants have again received 30-day notices to move.

At the end of 1968, the residents of the historic International Hotel at Kearny and Jackson received 30-day notices to move. Most of the residents of the International Hotel were elderly men on small incomes; the majority were Filipino and Chinese. There were retired seamen and longshoremen, cooks, restaurant workers, and former farm laborers. The rent was $35 a month, including a community kitchen.

There were also inexpensive restaurants in the neighborhood and a community basement hall serving food, where no one was turned away by Joe Diones (the manager of the hotel) for lack of money. Tino's barbershop was the communication center and Tino was the "Mayor" of Kearny Street. The International Hotel was the last of Manilatown.

Even though the hotel needed maintenance and repairs, there was no better place for the residents to move to that they could afford. Besides, the International Hotel was not only a building, but a community; and the tenants felt that if they had to move, they had to move as a group with their cultural survival network intact.

The fate of the people of the International Hotel became a City-wide issue in 1969 and 1970. Students, neighborhood, community, civic and church organizations rallied to support the residents of the International Hotel.

On March 10, 1969 the Human Rights Commission formally supported "the efforts of the Filipino community to maintain the International Hotel, with necessary repairs, until the present residents can move as a community, at rents they can afford, into a better alternative building." And both Commissioners and staff were actively involved in this issue thereafter.

Finally, in 1970, a 3-year lease was concluded between Walter Shorenstein of Milton Meyer & Co., representing the owners, and the Association representing the tenants. Since the end of the 3-year lease, a month-to-month lease has continued.

Under the management of Joe Diones and the Association, the hotel has come to life as a community that cares about people, with health, social and recreation services to the tenants. Much of the commercial space is occupied by community-based organizations. Extensive code repair work has been done by the Tenants Association. Students and other volunteers came from all over the Bay Area to clean out years of neglect, and paint and refurnish the hotel.

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For five years, the Mayor's Office, the International Hotel tenants, and community supporters have tried to find a better hotel building, but none has proved feasible so far.

Recently, it was reported that the land and building was sold to Four Seas Corporation. Last week the tenants received 30-day notices to move.

The situation is the same now as it was five years ago, except that decent housing is scarcer and more expensive. Present rents at the International Hotel are $50 or $60 a month. The 90 residents are the same kind of group as they were before--poor and elderly, with language problems, some ill or disabled--with the need for a supportive community to survive.

No place has been found to re-establish this community.

Commissioner Heilbron commented that the Tenants Association has agreed to help the rehabilitating of the ground-floor and basement levels of the building which need repair, particularly for safety reasons.

Commissioner Fine commented that perhaps the City Planning Department should be involved in these concerns about the International in view of its importance as a cultural center.

Gil Graham, counsel for the Tenants Association, noted that the situation was one where private interests, in this case based in foreign countries, are to determine the housing availability for persons in San Francisco.

Commissioner Kingsley noted that perhaps the Housing Authority should be involved as well, because unless there is resolution of the conflict between private property interests and policies and the public need for low-rent housing, it (the issue) will reappear in a few years.

Commissioner Heilbron stated that the first priority was to try to obtain a suspension of the 30-day notices to move out.

Joe Diones, manager of the Tenants Association, described the efforts of the tenants to preserve their home, and cited the community service and health care it has provided (through a two-person medical staff provided by the City's Department of Public Health). He said the Four Seas Investment Corporation is owned by overseas Chinese/Indian interests. He underlined the economic stringencies the International tenants live under, and their problems compounded by their advanced age.

The City Planning Department's study of Chinatown housing in 1971 found:

1. An increase in population and a decrease in housing stock (mainly hotel rooms).

2. One-fourth of the population living in overcrowded units.

3. Sixty percent of the housing stock classified as substandard.

4. Rents increasing at "an alarming rate".

At the same time, the Federal government has not funded 4,200 of the 5,500 units of public housing authorized by San Francisco voters since 1964. About 3,000 of these units were designated for the elderly; they have not been built, while more than 3,000 elderly persons are on the waiting list for public housing.

****m/s/c That the HRC recommend that the best use of the International Hotel property, from the viewpoint of the City's residential needs, is a continuance of its operation as a low-rent housing and community service resource, and recommend to the owners, tenants, and City agencies concerned that they do everything possible, through long-term arrangements, to resolve current problems, including health and safety repairs, in order to preserve this use.

- Statement on the Draft Subdivision Ordinance

After brief discussion and review by Commissioner Heilbron of the HRC's work on the Subdivision Ordinance proposed for the City (meetings of staff

with Planning Department staff on points already adopted by the HRC as recommendations),

it was

****m/s/c to adopt the Statement on the Draft Subdivision Ordinance. The full text of this Statement is attached to these Minutes.

- Statement on Maintenance and Rehabilitation of Hunters Point "A" Housing

San Francisco is suffering from a critical lack of adequate low and moderate-income housing, which has caused special hardship for poor families and the elderly who make up a significant percentage of the City's population. The situation has been made worse by the failure of the local and Federal governments to fulfill commitments on 4,200 units of public housing which have been approved by local referendum. What was critical before has now become desperate in light of skyrocketing building costs and the growing uncertainty of the Federal government's willingness to meet the promise of a "decent home for every American."

It has been suggested that the demolition of 191 units (Hunters Point "A") would bring pressure on the U.S. Department of Housing and Urban Development to provide replacement housing but the idea totally ignores the fragmentary effect which such displacement would cause to the Hunters Point community.

The main issue in San Francisco, however, is sufficient housing. Replacement units will not, of themselves, meet the needs of the City's low income population; additional units must be provided. Given these conflicting pressures, it is apparent that the Hunters Point "A" housing must be rehabilitated. In addition to being less expensive, rehabilitation of this housing would provide more immediate benefit to the City of San Francisco and, most importantly, greater assurance that adequate decent shelter will be forthcoming for the Hunters Point community.

It was

****m/s/c that the HRC urges the Federal Department of Housing and Urban Development to rehabilitate and not to destroy the 191 units of public housing at Hunters Point known as Hunters Point "A".

Commissioner Fino commented that this was an "unhappy kind of action to have to take." He noted that under present economic conditions, one of the industries most hard hit and cut back is the construction of housing, and that it will be a long time before such units as the 191 under discussion can be replaced, units which can be rehabilitated.

Edith Witt reported that this action is approved by the Hunters Point tenants. Commissioner Medearis said that it was his observation that the community is pressing for the Federal government to release the money for two additional site developments, but that in the interim it opposed the destruction of the 191 units at present.

- Request for Endorsement of State Proposition 15.

Article 34 of the State Constitution prohibits any government agency in California from developing, constructing or acquiring low-rent housing units unless the voters of the city or county where the units are to be situated first give their approval. Proposition 15 on the November ballot will repeal Article 34, thus removing a barrier which prevents the State Legislature from contributing to a local public housing project without the local electorate's approval.

For the urban centers of the state such as San Francisco, the importance of this measure cannot be understimated. The present system is inevitably self-destructive, for those areas whose populations contain few poor people (and inevitably fewer minorities) will keep their gates closed, while the areas which have been economically attractive to the poor in the past now have electorates which are far more likely to approve public housing. It is important that all areas accept their "fair share" of public housing to accommodate workers in the changing job market and provide some measure of

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choice for the elderly and poor in their own communities.

Passage of Proposition 15 will remove an archaic encumbrance of a past age aimed at excluding racial minorities from expanding suburban communities, and create the opportunity for dealing realistically with today's housing crisis.

It was

****m/s/c that the HRC endorse passage of State Proposition 15. on the November ballot.

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Status Report on HR 11963, Filipino Veterans' Bill

This report was postponed until its discussion at the October 8th Social Programs Committee meeting.

YOUTH AND EDUCATION

Sister Bernadette Giles, Chairperson

- Request for Endorsement of City Ballot Proposition N (Centralized Nutrition Complex for Food Processing and Student Training) - Milton F. Reiterman, Associate Superintendent, Administration of Services, San Francisco Unified School District.

The Youth and Education Committee at its September 19th meeting endorsed City Proposition N, a ballot proposition that authorizes the District to construct a central complex for food processing and distribution throughout City schools. Proposition N, requiring a simple majority, would provide a tax override of up to five cents on the tax rate for the building of a central kitchen which the District will lease. The preliminary cost estimate, not including finance costs nor interests, is $7,782,000. All procurement, storage, and processing of food for school breakfasts and lunches will take place in the central kitchen to be located in the southeastern part of San Francisco. Not all District schools have cafeterias and many of the existing facilities are inadequate and in need of replacement, or are overburdened due to earthquake-proofing work and the added breakfast program.

Mr. Reiterman discussed the need for the central kitchen facility, and said that it would be available for meal programs other than those of the School District, which serves some 14,000 to 20,000 breakfasts, and 30,000 to 40,000 lunches daily. Proposition N has been endorsed by the Board of Education.

It was

****m/s/c that the HRC endorse Proposition N on the City ballot for November, 1974.

- Statement Urging Endorsement of a Recommendation on Affirmative Action of the Board of Education.

The Youth and Education Committee at its September 19th meeting endorsed a statement on affirmative action compliance.

The raison d'etre of the Human Rights Commission is affirmative action in employment. The HRC adopted "Principles of Affirmative Action in Public

School Employment" on June 22, 1972, and reiterated this support and urged establishment of an affirmative action compliance committee February 14, 1974. On May 21, 1974 correspondence to the Superintendent, the Director recommended specific language for incorporation into the Superintendent's resolution on affirmative action.

The HRC urges the Superintendent of Schools to recommend immediate Board of Education adoption of resolution 45-28-Sp2, with the deletion of the phrase: "be the Chairman of the Affirmative Action Committee; and". This Resolution failed to pass at the June 11, 1974 Board of Education meeting by a 3 yes, 0 no, and 1 abstain vote. The deletion cited above or changes in wording should make it possible for the Board to reconsider this resolution.

After much discussion, and with the addition of an amendment as noted below, it was

****m/s/c that the HRC endorse the Recommendation on Affirmative Action of the Superintendent of Schools, and urge him to re-introduce it at the Board of Education, asking also that if he perceives any difficulties in re-introducing it, that he contact HRC staff to meet to discuss resolving these difficulties.

After carefully considering the recommendations made by the committee which studied the area of affirmative action for the District, and after discussions with staff, the Superintendent is making the following recommendation in regards to affirmative action in the School District:

45-28-SP2 RESOLVED: That the Board of Education approve the recommendation of the Superintendent that the responsibility to carry out the affirmative action policy of the School District be directly vested in the Personnel Division of the District; and

FURTHER BE IT RESOLVED: That the Assistant Superintendent for Personnel be responsible for the effective supervision of this policy throughout the District; and

FURTHER BE IT RESOLVED: That the Superintendent and the Board of Education appoint an Affirmative Action Compliance Committee consisting of fifteen members of which seven will be appointed by the Board of Education

HRC amendment adopted: provided that that the procedures for appointment of the eight additional members of the Affirmative Action Compliance Committee be formalized and clarified in the Recommendations to insure the appointment of representative, responsible, and competent persons in the field; and

FURTHER BE IT RESOLVED: That the Human Rights Commission, which has the responsibility of enforcing the City's Non-discrimination Ordinance, be requested to submit monthly reports to the Affirmative Action Compliance Committee.

- School District Personnel Policies and Practices - Information Report

The Youth and Education Committee heard Dr. Frederick Kennedy, Assistant Superintendent, Personnel in discussion of personnel, practices regarding promotion of administrative people in the District. The issue is that there is a move towards a great deal of community participation in interviewing and making recommendations for those being brought into administration or who are being promoted within the administrative structure. Judge Horn's ruling of some years ago was that the final authority regarding personnel must be made by the Board of Education and this authority cannot be relinguished. The community is concerned over its participation, therefore, as is spelled out in the recommendations of the administrative regulations which say they should have a part in these decisions.

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Dr. Kennedy has been asked to investigate resolution of this regarding community participation in personnel selection and report back to the Youth and Education Committee.

DIRECTOR'S REPORT

- City Proposition L Regarding City Employees Salary-Setting Procedures.

Mr. Becker said he had expressed his personal opposition to this Proposition because of a provision in it that would directly and adversely affect HRC staff, by prohibiting the use (for purposes of comparison) the Federal and State salary scales. The HRC's position over the years has argued that the City must use these Federal and State scales when dealing with HRC staff pay rates, or it will not accurately measure the going rates.

Another point of concern, he said, is that two groups are singled out as reasons for a need for change in salary-setting procedures: Municipal Railway operators and streetsweepers. Both of these groups have large numbers of Black members. Exempted, on the other hand, are the Fire and Police Department personnel, not substantially minority, which would still be allowed to have their salaries based on the highest comparable rates in the nation.

****The study of Proposition L in terms of its possible effect on the HRC staff salaries was referred to the Employment Committee where both business and labor are represented.

NEW MATTERS

- Commissioner Medearis announced that the rehabilitation of India Basin is virtually complete, and that there is a lot of property available there for industrial development.

****Commissioner Wong asked if there could be a report on the ethnic makeup of City commissions. Director Becker announced that this information will be part of the ethnic data on the City's workforce that Wayne Redus currently is compiling.

REMARKS FROM THE AUDIENCE

- Victor Thuesen, Research Director for the City Employees' Union Local 400.

Mr. Thuesen spoke about Proposition L, which he said would impose the most severe wage restrictions and fringe benefit restrictions on the people that are a part of affirmative action programs. He charged that San Francisco is the only sizeable public entity in the State with no mechanism whatever to allow its employees to meet and confer with the City on the terms of their employment. He said that the two City employee strikes since 1970 have occurred solely because there is no communications mechanism by which the City employees and the Board of Supervisors can confer.

He characterized as "straw men" the issues of streetsweepers making $17,000 a year and Muni drivers $21,000. There are only 220 City streetsweepers, most of them Black, and they make a top salary of $990 a month, including fringe benefits. If any of these streetsweepers are to ever make $17,000 a year, it will depend exclusively, said Mr. Thuesen, on the successful litigation of two court cases brought by the Laborers' Union. If successful in courts, some streetsweepers in 1977 might gross $16,500 a year, including all fringe benefits. Though the Proposition L is proposed to correct this problem, if adopted it will more severely affect the lower-paid workers, such

as clerks, and laundry workers. As much as 75 percent of the City's workforce of some 20,000 gross less than $1,000 a month. Most of that 75 percent are minorities or women.

Mr. Thuesen asked that the HRC consider these factors in its Employment Committee and come forth with a opposition stance on Proposition L.

CALENDAR MATTERS

- The next regular meeting of the HRC will be in its regular meeting place, the Commission Room of the Main Library, on October 24th at 9:30 a.m.

STANDING COMMITTEES

Employment	Thursday, October 17, 1974 9:30 a.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, October 17, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
	Thursday, October 31, 1974 3:30 p.m. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing & Urban Development	Tuesday, October 15, 1974 12:30 p.m. HRC Offices, Room 509
Police Liaison	Wednesday, October 16, 1974 4:00 p.m. HRC Offices, Room 509
Social Programs	Tuesday, October 8, 1974 10:30 a.m. HRC Offices Room 509

Respectfully submitted,

William Becker
via
Jack Casford

WB:JC:pa
Attachment - One
10/11/74

CITY AND COUNTY OF SAN FRANCISCO

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

1095 MARKET STREET

SUITE 501

SAN FRANCISCO, CALIFORNIA 94103

TELEPHONE 558-4901

STATEMENT ON DRAFT SUBDIVISION ORDINANCE

The Human Rights Commission supports the request of the City Planning Commission to the Board of Supervisors to extend the current condominium moratorium for 90 days in order to give time to City agencies, neighborhood and community organizations, labor unions, and the public generally to become informed, to discuss and express their views on the important draft subdivision ordinance, which includes condominium development and conversions.

We also request that the City Planning Commission not take a final position on the current draft of the ordinance at its hearing on October 3rd for the same reasons.

Although our Commission has not had time to review the draft ordinance in any detail, we can state our major concerns at this time as follows:

1. Affirmative Action. The ordinance should require an adequate affirmative action sales program (referred to in proposed Sec. 1385), not only for conversions but for all subdivisions, together with adequate enforcement measures (proposed in Sec. 1385 (h)) to ensure that it will be carried out.

2. Low and Moderate Income Housing.

   a. The ordinance should include provisions both for preserving and for increasing housing for low and moderate income persons, especially for families with children and for the elderly.

   b. It should include a requirement that developments or conversions of 50 or more units provide a percentage of units for low and moderate income households.

- From Dr. Hopp, to Chairperson Bartlett stating his surprise at finding statements in the HRC Minutes of September 12, 1974 concerning temporary attendance permits granted by the San Francisco Unified School District, and stating that "responsible conduct would have insisted upon the opportunity for the Board and the Superintendent to present their point of view in the matter."

- To Dr. Hopp from Chairperson Bartlett in response to the above letter, stating that the Minutes show that the HRC simply heard remarks from its Youth & Education Committee summarizing School District staff's report on the effect of Temporary Attendance Permits on secondary school desegregation, and that the HRC took no action. Commissioner Bartlett invited Dr. Hopp or someone designated by him, to address the Youth and Education Committee in person if he has a different view.

- From U. S. Senator John V. Tunney, thanking Director Becker for HRC endorsement of H.R. 10602, the Community Anti-crime Assistance Act, and stating his support "for Federal aid to local units involved in the prevention of crime."

- From State Senator George Deukmejian, thanking the HRC for its strong support letter of his Senate Bill 2100, relating to youth service bureaus. Governor Reagan deleted the $2,481,000 appropriation contained in the bill and then signed it into law. Senator Deukmejian said that he is optimistic that the appropriation will be contained in the Governor's Budget when presented to the Legislature on or before January 10, 1975.

- From U. S. Representative Fortney H. Stark, Jr., stating that the Community Anti-crime Assistance Act will not have time to be considered in Congress this year, but stating that there are assurances from Rep. John Conyers, Chairperson of the House Subcommittee on Crime, that it will receive early consideration next year and "after a change or two, will smoothly sail through to enactment."

- From U. S. Representative John L. Burton, stating his support of H.R. 10602, the Community Anti-crime Assistance Act.

- From State Senator George R. Moscone, stating his pleasure at having participated in a recent Community Information Workshop held in the Mission District as part of the program of the HRC.

- To Joseph Gavin, Purchaser, City Hall, informing that Fred S. James and Co., an insurance broker bidding on contracts with the City and County of San Francisco, is not eligible to bid in the future.

COMMITTEES

YOUTH AND EDUCATION COMMITTEE

Sister Bernadette Giles, Chairperson

- Reading as a Community Priority - Rev. A. C. Ubalde, Jr., Chairperson, Reading Task Force; Daisy Brooks, School Zone V Council; Charlesetta Alston, Adult Literacy Center; Dorothy Weddington, San Francisco Unified School District's ESEA Title I Project Reading Coordinator, and Roy Minkler, SFUSD's Director of Reading.

Commissioner Giles reviewed basic resource material provided the Commissioners in advance, including a statement on the philosophy, goals, and objectives of the Reading Task Force, which was the outgrowth of a Youth & Education Committee subcommittee on reading. The Task Force will conduct Parent Information Workshops in diverse neighborhoods of the City. The format for these workshops also was provided in outline form to the Commissioners. Representation on the Task Force includes: SPEAK (Sunset-Parkside Education Action Council) the California Teachers Association, the Community Streetworkers Center, the Ingleside Community Learning Center, Self-Help for the Aging, the Parent-Teachers Association, the San Francisco Educational Auxiliary, Black Women Organized for Action, the Economic Opportunity Council, School District Zone Councils, etc.

The Rev. Ubalde, Jr. said that he believed that, with the HRC's leadership, the founding of the Task Force was most timely, given the most recent reading level reports from the School District, which, he said, show that the City has reached a "leveling effect" in contrast to the declines in student reading achievement levels of recent years.

Goals of the Task Force

1. The basic goal of the Reading Task Force is the improvement of the reading levels of San Francisco children as soon as possible.

2. A partnership should be developed between the schools and the community in order to develop cooperative approaches to reading improvement.

3. The media should be utilized to develop the positive image of reading as a life-enriching activity.

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Objectives of the Task Force are as follows:

1. Encourage parents and others concerned to organize to express their ideas on how to achieve reading improvement.

2. Encourage the San Francisco Board of Education and the Certificated Employees Council to establish the teaching of reading to his or her students as one of the factors in a teacher's evaluation.

3. Encourage teachers to take reading in-service training programs held during instructional days or on release time.

4. Encourage the San Francisco Board of Education to act more aggressively and effectively to bring about improved reading achievement for all students, particularly for low-achieving students.

5. Encourage and support programs which have been and are to be initiated by school sites and interdsted community groups to provide opportunities for all parents to support the learning of reading at home and for interested parents to lend assistance at schools.

6. Encourage the upgrading of the library program at the elementary level. Each elementary school should have a full-time librarian and an adequate library of books and media. Love of reading and sharing of reading are twin goals bullt by books. Literature and reference materials must be an integral part of the total school program, not a once-a-week visit to the library.

7. The Board of Education should be encouraged 1. to review the entire purchasing process in the SFUSD; 2. to investigate the possibility of separating from the City Purchasing system; and 3. to consider allowing schools and departments to do their own ordering, pay their own bills and reserve money from year to year in order to purchase major items.

Daisy Brooks stated that as a parent she has been deeply involved in the work of the Task Force.

Dorothy Weddington said she has worked four years in the SFUSD's Compensatory Education Program, involved with parents working with the program. Ms. Weddington has been asked, she said, to initiate the first Parent Information Workshop. Using the outline provided the Commissioners, Ms. Weddington discussed the format, programming, areas to be covered, source of instructors, schedule, site locations, and publicity that will be part of this workshop activity.

Charlesetta Alston, Director, Adult Literacy Center, said that the Center was established approximately nine years ago, in an effort to offer literacy training for adults unable to read. She said there were very few such centers in the nation, a nation, she said, which has had an increase of from 68 to 70 million in the ranks of illiterates. She said that presently one of every four children leaving the public school system is functionally illiterate. Ms. Alston said her Center has many applicants, who desperately want to learn, and she expressed strong criticism of Intelligence Quotient testing (I.Q.) which, she said, "has damaged younsters almost beyond repair." Ms. Alston called for training of community workers to go into all neighborhoods. "Blocks to learning" she listed are: teacher attitude, peer-parent attitude (which forms student attitude), and curriculum. Ms. Alston said that some seven million young persons 14 to 18 years of age are jobless in the U.S. because they can't read.

Roy Minkler, SFUSD Director of Reading, was asked to show the relationship between the total reading program in the School District and its hopes for parental involvement. He stated that in San Francisco's public schools, I.Q. tests are not given UNLESS parents request them. Mr. Minkler referred to a wall chart showing the ten-point District-Wide Reading Program.

After further discussion, it was

****m/s/c that the HRC endorse Reading as a community priority report and support the goals and objectives of the Reading Task Force.

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Director Becker noted that this project has already involved much staff time, and urged that the HRC look on it as a major project in the education field. The HRC's contribution to the project, he said, can be on the emphasis on assisting parents to become involved on a large scale.

POLICE LIAISON

Earl Raab, Chairperson

- The Maintenance of Arrest and Conviction Records - Captain Andrew Kristensen, Director of the Bureau of Criminal Information, San Francisco Police Department.

Commissioner Raab noted that there has for some time been a Committee concern over the computerization of information by police departments in terms of the effect of such records on the ability of persons to get jobs.

It has been learned that the SFPD has parallel concerns about the maintenance of records, access to them, and privacy of them.

Captain Kristensen stated that the Office of the State Attorney General approximately two years ago originated a plan for destruction of certain criminal record information. The program was concurred in by San Francisco Chief of Police Donald Scott, under whom Captain Kirstenscn and others have been working to develop the local program, working in cooperation with the State Department of Justice. California, he said, is the only state in the nation to initiate such a program.

Under the proposed San Francisco Police Department Criminal History Destruction Schedule, the department would:

- retain a misdemeanor conviction record five years

- retain a felony nonconviction record permanently.

This program should, initially, destroy approximately two-thirds of the locally-held criminal history records, he said.

The system is ready to begin, said the Captain, and he noted that the morning papers carried stories about the copying of large numbers of records the State had announced the day before that it was destroying. This seeming paradox he explained by saying that the State is sending copies of records it wishes to destroy to local jurisdictions, asking that they destroy the records and copies locally. Captain Kristensen said, however, that it is not mandatory that local jurisdictions destroy the records. The San Francisco program, he said, is one of very few in the State.

The program will take from three to five years to complete, depending on State and local manpower.

In discussing the use of automated systems of compiling and storing information on criminal activities, the officer said there are built-in protections:

1. the system will reject automatically "invalid" material.
2. the system can develop a record-destruction system via a weekly destruction schedule.

On January 1, 1975, a California state law will go into effect making it a misdemeanor to improperly or unlawfully use criminal records.

The captain said that it is the SFPD goal to reduce from 300,000 to 100,000 or possibly 50,000 the number of criminal record "jackets" (files), and from 900,000 to 300,000 the number of fingerprint cards it holds.

In the future, he said, certain other felonies may be included in the destruction schedule.

It was

****m/s/c that the HRC express to the San Francisco Police Department its appreciation for their leadership role in the State criminal record destruction program, with the understanding that there will be a continuing evaluation of the specific benchmarks thus far developed.

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SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Status Report on Pilipino Veterans' U. S. District Court Hearing - Ed Illumin, HRC Community Liaison Worker.

Mr. Illumin reviewed in some detail the arguments before the U.S. District Court September 24, 1974. The issue is the effort of the U. S. Immigration & Naturalization Service to deport a number of Pilipino veterans of World War II who have never obtained citizenship in the U.S. The HRC has been involved in this issue for some time, has supported the Pilipino veterans, and endorsed legislation which would permit their naturalization. The legislation (HR 11963), introduced by U. S. Representative Phillip Burton, is pending before the House Judiciary Committee.

U. S. District Court Judge Charles Renfrew granted a six-month extension of the case after hearing presentations from both sides. Five bills in addition to the HR 11963 are pending also in Congress to grant relief to the Pilipino veterans.

- Recommendations to Pacific Telephone for Improving Service to Non-English-Speaking Persons

On October 1st, Chairperson Bartlett, Commissioner Wong (whose Social Programs Committee brought the issue to the HRC) and Director Becker met with PT&T officials who responded to Bartlett's letters to PT&T President Jerome Hull. The PT&T officials made the following points:

1. They did a survey (statewide) of 750 calls and established that the Southern part of the State was able to respond more quickly than the North. Hence, they are changing their system on operator-assisted calls in the North to the same as in the South; namely, to connect immediately to the translating service (based in Los Angeles area) instead of looking among operators on duty for a Spanish-speaking operator.

2. They have been getting 5,000 calls needing such assistance per day in the State.

3. Their goal is to service 90% of such calls to 60 seconds or less. This goal has been accepted by the attorneys (Gnaizda) and the organizations (G.I. Forum, LULAC, etc.) which had first raised the issue.

4. The real answer to quicker connections, however, is to get people to dial directly using the seven digits to reach the place from which they need help instead of asking the operator to find the number and place the call. Next year, this will be made easier with the establishment of 9-1-1 all-purpose emergency number.

The HRC spokesmen are still concerned with the San Francisco multi-lingual problem, not just Spanish, but Chinese and Tagalog on a large scale, (and Italian, Russian, Korean, Samoan, and Japanese as possible problem areas). They suggested several ideas for assisting the non-English speaking communities to develop a greater emphasis on using the direct-dial service, some of which the PT&T officials said they were doing, or typing to do, and some of which they would consider.

Hence, as a next step, the Social Programs Committee recommended that a letter containing the following points be sent by the HRC to PT&T.

a. The current standard phone book contains a page on emergency numbers--but it is only in English. A Spanish-language insert is available for some use.

The HRC urges that the next San Francisco phone book's page on emergency numbers be printed in English, Spanish, Chinese, and Tagalog and distributed in the appropriate neighborhoods through phone installers and cooperating community organizations.

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b. The instruction card in public phone booths should be bilingual (Spanish-English, Chinese-English, etc.) and placed in the booths in the appropriate neighborhoods by the collectors on their regular rounds. It should contain the 3 emergency numbers, too.

c. Pacific Telephone should consider a special card to be mailed with phone bills, perhaps according to the names, English on one side and the other language on the other, lising the 3 emergency numbers; police, fire and emergency ambulance, and a note on why and how to use these numbers.

d. Foreign-language newspapers and neighborhood editions of local newspapers should be asked by PT&T to carry these numbers in a front page box in every issue.

e. The HRC should call together the organizations who work with new foreign-born arrivals so PT&T can work out with them the use of a leaflet in their language on these emergency numbers and their importance.

It was

****m/s/c that the HRC endorse these recommendations to President Jerome Hull of Pacific Telephone.

Director Becker introduced Mario Evangelista, who was part of a two-person team that did the original survey of Pacific Telephone's ability to respond to non-English-speaking emergency calls.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Draft Subdivision Ordinance

Staff has met with City Planning Department staff, and made a statement before the Planning Commission with the technical amendment recommendations adopted by the HRC October 6th. Action by the Planning Commission was scheduled for October 24th.

The HRC will have opportunity to make further recommendations as the proposed ordinance progresses through the legislative procedure of the Board of Supervisors. A number of the HRC suggestions were included in the draft the City Planning Department presented to its Commission, though some in a slightly-changed form. The Ordinance refers to conditions under which multi-unit buildings can be converted into condominiums.

- International Hotel - Edith Witt

On this date the Tenants Association of the hotel and their supporters were participating in a march to the offices of the Four Seas Corporation which has purchased the hotel site and obtained eviction notices for its residents, in an effort to open negotiations, leading hopefully to a long-term lease on the building with an option to buy and retain it as low-income housing.

EMPLOYMENT

Leonard Kingsley, Co-Chairperson

- Affirmative Action in Banking

This report was postponed to a later meeting of the HRC.

- Motor Car Dealers Report - Jesse Martinez

In April 1964, the Motor Car Dealers Association of San Francisco, Inc. (MCDA) acknowledged the necessity for an acceleration of employment opportunities for minority group persons, and gave its pledge to the Mayor's Interim Committee on Human Rights (later the Human Rights Commission), that its members would undertake to increase the percentage of minority group persons employed by its member dealers. Efforts were to be made to recruit qualified minority group persons in all job categories including cooperation with sources of minority group employees, particularly in filling vacancies in apprenticeship or other training programs, the office, clerical, parts, and sales force.

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This report is based on information received from twenty-eight member dealers of the Motor Car Dealers Association of San Francisco which also include three City contractors.

Past affirmative action efforts of all concerned have resulted in an overall increase of minority employment. The initial survey in 1962 revealed a minority workforce of 15% while the most recent statistics for 1974 indicate a minority workforce of 28%. This 13 percent increase took place while the industry's actual numerical workforce decreased from 2,064 to its present size of 1,441.

Given the historically significant white make-up of apprenticeship programs, the Division of Apprenticeship Standards feels there has been some headway. Indeed, although HRC's data on apprentices indicate a 35% minority participation, greater emphasis may be in order. The motor car dealers unilaterally as well as through combined efforts via the Automotive Joint Apprenticeship Committee (JAC) should make a more concerned application for recruitment of minorities and women. JAC, which consists of representation from labor, MCD, Community College, and DAS, and whose concerns include arranging a list of potential apprentice candidates and coordination of the apprenticeship program, should work closely with the HRC's recruitment staff regarding recruitment efforts. A closer relationship between the HRC and this Committee would presumably result in mutual assistance concerning the fulfillment of equal opportunity.

Based on statistics comparing 1969 with 1974 gathered by the HRC staff, Mr. Martinez reported that statistics concerning women disclose a representation of only 11% of the total workforce with women appear to be concentrated in traditional "female" occupations such as clerical office positions (73%). There are too few women employed in all other categories, most notably as apprentices.

Ethnic Groups and Job Categories - Comparison, 1969 & 1974

The Garage employees category data reveal a decrease in Spanish-origin representation, 9% to 7%. Black employees, who constitute an overwhelming part of the workforce, decreased from 58% to 56%. Filipino and Native American Indian representation is 4% and 2% respective. Painters data include a nominal increase of Black employees, 2% to 3%, while the Spanish-origin employees made a significant increase, 34% to 51%. Japanese appear well represented, 3%.

A Mechanics survey discloses a slight decrease in Black representation, 4% to 3%, and a visible Spanish-origin increase, 13% to 16%. Chinese and Japanese representation look inadequate (4%) and good (2%) respectively.

The Parts Clerks department composition show no change in Black employees, 2%, and a slight increase in Spanish-origin people, 7% to 9%.

Salespeople category data divulge a constant Black workforce (7%), and decrease of Spanish-origin employees, 8% to 5%. Filipino employees appear quite visible at 5% while Chinese and Japanese representation somewhat lacking, 1% and .3%, respectively.

Clerical Office statistics reveal a decrease in Blacks, 1% to .4%, and an increase of Spanish-origin, 3% to 4%. An acceptable workforce is Filipino, and Japanese, 3% and 2% respectively. The Chinese filled a less encompassing 1% of the positions.

The total industry workforce discloses a decrease of Black employees, 10% to 9%, with an unchanging Spanish-origin participation at 11%. Filipino and Chinese stand at 2% and 4%, respectively, while Japanese representation is 1%.

-more-

Although statistics indicate that minorities have generally increased in all categories (except Garage), they are not being sufficiently represented in the higher-paying positions and the "front office" type jobs.

Minorities	Category	Total Employees
13%	Clerical office	220
15%	Parts, Clerk	132
22%	Salespersons	297
27%	Mechanics	570
35%	Apprentices	40
59%	Painters	62
69%	Garage	122

Female	Category	Total Employees
0.	Painters	62
.1%	Mechanics	570
.8%	Garage	122
2%	Salespersons	297
2%	Apprentices	40
2%	Parts Clerk	132
73%	Clerical Office	220

- Proposition L

Commissioner Kingsley announced that the Employment Committee in its most recent meeting had voted to recommend that the HRC take a "no" position on Proposition L, which relates to City policy and procedure in setting City workers', salaries.

The Employment Committee vote was eight in favor of recommendation, none opposed, and seven abstentions.

The Committee felt that there should be an opportunity for the HRC to hear the positions of proponents and opponents of the proposition and accordingly invited spokesmen for each side to speak at this meeting.

Commissioner Kingsley introduced Vic Thuesen, Research Director of Local 400, the City Employees' union, and John Greenagel, campaign manager of the Committee for the Fair Pay Amendment.

These men then made five-minute presentations of the points of view they represent.

Commissioner Kingsley commented that he personally felt there was some question as to the HRC's having a role in making a recommendation on this proposition.

Commissioner Raab noted that in view of the fact that since public employment has been and is a major area of employment opportunity for minority and low-income communities with which the HRC works, the formula tieing them to private-sector salary scales is disadvantageous to them, he supported the "no" recommendation of the Employment Committee.

It was

****m/s/c that the HRC oppose Proposition L.

Commissioner Wong abstained from the vote.

Commissioner Heilbron stated that it was solely on the basis that minorities and women would be unfairly prejudiced if Proposition L passed that the HRC could take action.

-more-

- Training Program for Women Candidates for Police Officers - Anastasia Hopkinson.

Ms. Hopkinson distributed copies of a statement regarding Project Agility, funded by the Mayor's Council on Criminal Justice on application from the Coalition to Open up Protective Services (C.O.P.S). Project Agility will identify and support resources by which women can train for the police officer physical agility test and work closely with C.O.P.S., the support group of feminist groups and applicants. She thanked HRC for its aid and support.

Susan Heller, a member of the HRC Employment staff, appeared as an applicant for police officer. She has taken the written examination. She asked that HRC's support be continued. Four hundred women took the City's police officer written examination.

DIRECTOR'S REMARKS

Director Becker asked if there was any objection to his applying for a supplemental budget of $10,000, in order to open an office for First Referral for employment in the Embarcadero Center. No objections.

NEW MATTERS

*** Commissioner Fine suggested that the HRC write City Planning Director Allan Jacobs wishing him well in his new return to academic life, and expressing appreciation for his cooperative work with the HRC.

NO REMARKS FROM THE AUDIENCE

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, November 7th, at 1:30 a.m. in the Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, November 14, 1974 9:30 a.m. Cathedral House Library - Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, October 31, 1974 3:30 p.m. & Thursday, November 14, 1974 3:30 p.m. Cathedral House Library - Grace Cathedral
Housing & Urban Development	Tuesday, October 31, 1974 12:30 p.m. HRC Offices, Room 509
Police Liaison	Wednesday, October 30, 1974 4:00 p.m. HRC Offices, Room 509
Social Programs	To be announced

Respectfully submitted,

William Becker
vla
Jack Casford

vla:JC:pa
11-39-74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of November 7, 1974

. NEXT MEETING: November 21,1974.
. Thursday .
. Commission Room, Third Floor .
. Main Library, Civic Center .
. 9:30 A.M. .

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, the Rev. Victor L. Medearis, Caryl Mezey, Eduardo Sandoval

Excused: Rev. George Bedford, Rabbi Alvin I. Fine, Curtis McClain, Earl Raab, Harvey Wong

Staff: William Becker, Joan Barr, Jack Casford, Jay Fernandez, Susan Heller, Ed Ilumin, Lily Lee, Wayne Redus, Gail Roberts, Edith Witt

Pledge of Allegiance

Minutes of November 7, 1974 approved with the following corrections:

Page 8

- Proposition L

**** Fifth paragraph to add phrase underlined:

These men then made five-minute presentations of the points of view they represent and replied to questions.

**** Before the eighth paragraph Motion, an addition as underlined: After further discussion,

It was

**** m/s/c (rewording as underlined) that the HRC adopt the recommendations of the Employment Committee regarding a "no" position on Proposition L.

*****rewording of the last paragraph on Page 8 with additions as underlined:

Before the vote was taken on this Proposition L recommendation, Commissioner Heilbron stated that it would have to be solely on the basis that minorities and women would be unfairly prejudiced if Proposition L passed that the HRC could take action in line with the Committee's recomendation.

COMMUNICATIONS

- From U.S. Senator John V. Tunney, stating he has asked the Department of Interior for information on the status of the proposed coal gasification project (H.R. 11748). The HRC had expressed its concern to the Senator regarding this project with its possible adverse effect on Arizona lands belonging to the Navajos.

- From Milton F. Reiterman, Associate Superintendent, Administration of Services, San Francisco Unified School District, expressing appreciation for the work of Wayne Redus and Gail Roberts, of the HRC staff, for establishing a meeting with representative leadership among the Gay community.

- From James H. Price, San Francisco Area Director, U.S. Department of Housing and Urban Development, responding to the HRC letter concerning the demolition of 191 units of public housing in the Hunters Point area. The HRC voted October 3 to urge the Department to rehabilitate 191 units of housing. Mr. Price stated that evaluation by his office and the Mayor's Office had concluded that rehabilitation and modernization of the units was not feasible because of their advanced state of physical demolition, and that rehabilitation would not relieve the problem of a high concentration of subsidized housing in the area with the resultant impaction of low-income families. HUD, he said, has committed itself to fund the replacement units through the Housing Assistance Payments Program, with current residents receiving priority assignment to other public housing units.

- From Dan Amerson, reporting on phone call from Henry Glazier, a Colony Leader of the Bridgeport Paiute Indians, thanks for the HRC's resolution of some time ago supporting the Indians in recovering 40 acres of land near Bridgeport to replace ancestral lands taken from the Colony sixty years ago. President Ford signed a bill (sponsored by California Senator Alan Cranston) which will restore these lands.

- From Don Z. Miller, Deputy Director, Health Treatment Systems, California Department of Health, a response to Chairperson Bartlett's letter of October 10, 1974 asking reconsideration of the Department's position on confidentiality of methadone patients' records. Mr. Miller wrote that the Department considers San Francisco methadone programs to be out of compliance with the legal requirements for providing methadone treatment to patients in approved programs, and that it cannot approve any additional methadone programs (re: a San Francisco outpatient detoxification program whose funding the Department reportedly would not release) that "will not comply with the law."

- To Mr Miller, a request from Director Becker that the HRC be provided with a copy of the laws applying for further HRC study of the methadone confidentiality issue.

- To Mayor Joseph L. Alioto, Director Becker's report on HRC office arrangements about flexible work hours and use of private cars and public transportation in relation to the Mayor's "Once A Week to Win" program to encourage all workers in the City to utilize public transportation once a week.

- From Supervisor Ronald Pelosi, reporting his aye vote in favor of extending the moratorium on condominium conversion for

an additional thirty days, and acknowledging the views of the HRC on condominium development and conversions.

- From Lucille Abrahamson, Vice President, Board of Education, notifying that she has forwarded HR 9895 (the Gateway Cities bill proposed by U.S. Rep. Patsy Mink and endorsed by the HRC) to the Superintendent "hoping someone from our Board will be able to testify for this important legislation in November or December". The bill would provide Federal funding assistance to U.S. cities with large immigrant populations for social assistance programs.

- Chairperson Bartlett commented that he recently had been asked by the Rev. Jack Duffy, of the San Francisco Council of Churches, to express his compliments to Edith Witt, HRC Housing Representative, for her valuable contributions in the International Hotel community issue.

EMPLOYMENT COMMITTEE
Joseph Garcia and Leonard Kingsley, Co-Chairpersons

- Bank Affirmative Action Report - Sue Heller, Affirmative Action Officer

Ms. Heller referred throughout her presentation to an extensive written report, both narrative and tabular, provided to the Commissioners. The last HRC report on its work with private banking institutions in the City holding City deposits was in October of 1973. This report was far more extensive in terms of the breakdowns of ethnic participation. Also added in this compilation was a breakdown by individual banks (nineteen in number), which as of September, 1974, had total active and inactive deposits of $ 280,062,002 of City funds.

As a major white collar industry in San Francisco, banks have, in recent years, hired a relatively high percentage of minority and female employees. In this group there is a high representation of Asians --20%. In general, the advocates a goal which approximates the population breakdown for all ethnic groups and women in all levels of jobs. Most banks have an excellent record in hiring minorities and women in low-paying entry-level positions. However, this is not the case in more responsible and decision-making positions (Asian banks excepted).

This report contained an individual employment profile of each bank as well as a summary sheet. The reporting period was from January 1,1974 to June 30, 1974. The percentage of minorities increased 7%, from 31% in 1970, to 38% in 1974. Also the percentage of both minorities and women in officer and professional positions increased by 5% and 11% respectively.

Minority new hires in the first six months of 1974 at all job levels were 43 per cent of the total hires, Ms. Heller reported, with 20 per cent of this figure Asians. Most of these are entry-level positions.

Although job titles do indicate to some degree the status of minorities and women employees in the bank industry, salary is a better measure, Ms. Heller said. The larger banks' internal affirmative action monitoring system is by salary grades not by

titles. For example, a Senior Vice-President at Bank of America Workd Headquarters makes a much greater salary than a Vice-President of a smaller bank who is also a Branch Manager. To compensate for the great differences especially in higher level jobs even between persons in the same bank with the same title, it is recommended that the reporting system to the HRC in 1975 include salary information, as the banks' internal reporting does.

Entry-level training programs seek to qualify minority persons for entry-level bank jobs. They can be in-house, such as the programs run by Bank of America and Wells Fargo, or programs in the community utilized by banks. For example, in the reporting period, Hibernia Bank hired 23 persons from community training agencies. This included hires from the San Francisco Skills Center, which has a teller training program, and the Fil-Am, Mission, and Chinese Language Centers' 4:4 programs. In the latter case, without the language training these persons would have been considered unqualified on the basis of a language deficiency. The HRC encourages banks to relate to these training agencies as a way to increase the number of minorities, especially in under-represented ethnic groups.

Upgrading training programs were defined in the report as training which could lead to a better job within the banking industry. A few banks have specialized nonmanagement training programs but most only included a breakdown of employees who took AIB (American Institute of Banking) classes or participated in a tuition refund program.

Management training is defined by the HRC in two ways. The larger banks have formal management training programs, generally directed toward two positions, loan officer and operations officer. In lieu of formal classroom training toward a specific position , smaller banks often make rotational assignments to all areas of the bank as a management training program. Ms. Heller emphasized. A summary of the participants in the above programs shows that 23% are minority and 35% are women. However, the percentage of minority women (6%) in these programs is very low.

Promotions to a salary of $800 or more the first six months of 1974 only included employees who moved from less than $800 or more during the reporting period. This is the only salary indicator in this report. Of the persons in this category, 63% were male, 37% were female and 21% were minority (13% male and 8% female).

Asian banks present a special problem in monitoring affirmative action employment patterns, Ms. Heller said. Their minority participation rate ranges from 76% to 100% but their minority employment pattern is almost exclusively Asian and does not at all reflected the ethnic population in the city of San Francisco. Women are severely underutilized, with the exception of Bank of Canton, which has two female vice-presidents. Many of the Asian banks are located in the Montgomery Street area of the city and thus proficiency in Chinese or Japanese cannot be considered a bona fide occupational qualification for employment. These banks should set reasonable goals in the recruitment of employees from all ethnic communities in the city, Ms. Heller adviser. The community training agencies such as Skills Centers and Arriba Juntos will be a good source for these banks to utilize.

The HRC bank report in February, 1975, will focus on training opportunities in the banking industry. Systems for identification of minorities and women for promotion and training as well as evaluation methods will be explored. Since the banking industry generally promotes from within or hires personnel from other banks, promotional opportunity is probably the most important aspect of affirmative action.

*****Attached to these Minutes are two tables: Summary Statistics sheet and a Composite for all Banks showing minority/male/female breakdowns by job categories.

Ms. Heller said all banks had had problems in recruiting Spanish-origin and Native American applicants.

It is the role of the HRC, when it sees such deficiencies, to put banks in contact with community agencies active in recruiting.

The HRC had asked each bank for an Asian breakdown (Japanese, Chinese, and Filipino) but not all were able to do so, with the notable exception of Wells Fargo Bank. The HRC is hopeful of finding out the participation of Filipinos in bank employment, in view of the greatly-increased amount of immigration by that community.

The HRC is working with the Asian banks, getting them to tie in with community recruiting agencies. The Bank of Tokyo between 1970 and 1974 increased its Non-Asian workforce by seven per cent.

The long-term discussions of the HRC about staffs have focused, said Director Becker, in asking those which are not based in mono-lingual communities, or serving almost exclusively a non-English-speaking clientele, to make a contribution to employing people from the general community.

- Chairperson Bartlett recalled past HRC discussions wherein a position was taken that while under the law Asian banks could not be excluded from affirmative action requirements, there were certain cases where bilingual abilities were prerequisites for employment.

- Commissioner Giles commented that if Asian banks have institutional advertising in media reaching the total population, and are thus seeking business from all people, then their commitment in employment should be as broad.

- Chairperson Bartlett announced that Commissioner Mezey has accepted the co-chairpersonship of the Youth and Education Committee.

YOUTH AND EDUCATION

Sister Bernadette Giles and Caryl Mezey, Co-Chairpersons

- <u>Status Report: Bilingual Education in the San Francisco Public Schools 1973-1974 Academic Year</u>

This report was compiled and written by Gail Roberts, who staffs the Youth and Education Committee; it was prepared in final form through Committee discussions. Ms. Roberts and the

Committee were commended for their work on this extensive report.

Approximately seven years ago, the HRC aroused the conscience of the community and the San Francisco Unified School District, raising the issue of students sitting in the classroom unable to understand the teacher because of their limited command of English. Subsequently, the School District established the Chinese and Spanish Bilingual programs. The Bilingual Office budget grew from $190,000, totally out of the regular elementary-secondary budget, in 1966-67, to $2,787,379 in 1973-74. To categorize the language assistance programs, providing information as to the numbers of pupils being served, those in need, and the budget allocations, the HRC has been issuing status reports annually.

This report included quotations from the Federal Court Order of the United States Supreme Court in January 21, 1974 in the Lau et. al. versus Nichols et.al.case, which required the SFUSD to "take affirmative action steps to rectify...language deficiencies tending to exclude national origin-minority group children from effective participation in the educational program offered."

California State law, the Bilingual-Bicultural Education Act of 1972, was discussed in detail, as well as the Legal Ruling of Le Roy Cannon, School District Legal Advisor. The report also gives details on the three different approaches for the instruction of non and limited English-speaking pupils, the English-as-a-Second Language (ESL) program, and Newcomers Education. The report also discusses the identified need (for English-language instruction) in 1974, and the comparison of the need from 1973 to 1974. Finally, th the report contains a wrapup on the status of the Bilingual Office Program. Supportive tables show: 1. Non and Limited English-speaking pupils on ESL/Bilingual programs and not in programs but needing language assistance; 2. Summary of non and limited English-speaking pupils in language assistance programs and not in programs. Table IV is attached to these Minutes. 3. The Bilingual Office budget, 1973-74 school year; 4. The March 1974 Teacher Opinion Survey of non and limited English-speaking students, 5. The number of students enrolled in bilingual and ESL classes (elementary, junior high, and senior high breakdowns by programs for years 1970-71, through 1973-1974 school years. Table VII is attached; and 6. Bilingual office budget allocations to the various programs (Chinese, Filipino, Japanese, Spanish, and Other.) Table V is attached to these Minutes.

Commissioner Giles called attention to the fact that the tables show 3,658 students (Chinese both Cantonese and Mandarin, Spanish, Filipino, Japanese, Korean, Samoan, and Other Languages) identified as "in need and in language assistance programs"; 2,853 identified as "not in programs but in need of language assistance; for a total of 6,511 in both categories.

There followed considerable discussion on the findings of the Bilingual report.

Commissioner Livermore reported that a survey of the San Francisco Unified School District was undertaken to determine the placement of all Native American Indian students. He said that a program is being set up at the American Indian Center which will be a bicultural/bilingual one for Native American children. He said representatives of similar programs would be welcome to observe the Native American program.

Director Becker noted that the HRC's Status Report under discussion was intended as a factual background document coming from the Youth and Education Committee, with an analysis and set of recommendations to come from the Committee later on this subject. He urged that Commissioners study the facts in detail, calling attention to the 2,853 youngsters who, last year, were identified as needing language assistance but who were not in any programs then, while many youngsters who already speak English were enrolled in Bilingual/Bicultural classes in the District.

Mr. Becker noted also that the ESL elementary school program operates only for forty minutes a day, surely an inadequate amount of time to teach someone to speak a language other than his or her native tongue.

There are, he said, two developments which should be thoroughly discussed in the coming weeks:

1. The confusion of bilingual programs with what is in effect a bicultural program. Mr. Becker urged that multicultural approaches be clearly organized as such, and not confused under bilingual headings , especially for students who already speak English.

2. The desire on the part of a few to retain children of a particular group in bilingual/ bicultural programs from kindergarten through the twelfth grade, which he termed as essentially a move to set up a separate school system.

The concern, in this instance, is the adverse effect on integration in our society. Some quarters, he said, are interpreting law vs. Nichols as superceding the integration orders of Brown vs. Topeka. He once again urged that the Status Report be used as background for further discussions.

It was

*****m/s/c that the HRC adopt the Status Report on Bilingual Education in the San Francisco Public Schools 1973-74 Academic Year.

Copies of this report are available from the HRC.

- Report on SFUSD Suspensions

This report was compiled because of the concerns of the Committee about the large number of suspensions (3,868 in 1973-1974) including large numbers of minority children.

Statistics by school levels for the 1973-74 school year showed the numbers and reasons for suspensions, and some racial and ethnic breakdowns.

In elementary schools at the primary level, 126 children were suspended during that school year, 73 of them Black, 29 Other White, and 16 without ethnic identification. Twenty of these schools had no suspensions. Major reason for suspension at this level was insubordination/defiance.

The junior high schools had the highest 1973-74 school year number of suspensions---1,775. Insubordination/defiance led the list again with 723 suspensions for this reason, followed by 366

for fighting. Of the total 1,775, 988 were Black, 347 Other White, 246 Latino, and 65 Chinese.

In the senior highs, 457 (of a total of 1,150 suspensions) were for insubordination, 163 for fighting, 118 for truancy/cutting, 74 for smoking, and 60 for possession of drugs. The ethnic breakdown was 778 Black, 197 Other White, 79 Latino, 38 Filipino, and 37 Chinese.

On the basis of statistics obtained from the School District, by Gail Roberts, the Committee made a number of Recommendations on Suspensions:

1. At the beginning of each school year, parents should be notified of school expectations and parental responsibility including the reasons for suspensions and parental responsibility.

2. The Annual Report of Student Suspensions should include evaluation of the effectiveness of suspension.

3. The Supervisor of Student Placement is to be commended for modifying procedures to include; (a) whether the suspension is teacher or administrator-initiated; (b) the ethnic identity of the pupil; and (c) the number of pupils suspended and the number of pupils per number of times suspended.

4. The Supervisor of Student Placement should revise the recording procedures to indicate; (a) a brief description of what actually took place; (b) the ethnic identity of the teacher or administrator initiating the suspension; and (c) the alternatives explored prior to suspension.

5. Through the District's Pupil Personnel Services Unit, the alternates for given categories that now warrant suspension should be explored. For example, suspending a student for cutting class would appear to be counter-productive. When truancy is first observed, a counselor should discuss the matter with the student; if this does not resolve the problem, then the parents should be involved. The expanded utilization of community agencies should also be stressed as alternatives to suspensions. Suspensions should never be applied to truancy.

6. The reasons must be explored for the disproportionately high incidence of Blacks suspended. Students who have been repeatedly suspended should receive counseling.

7. The data obtained from the ethnic identification of the initiator of the suspension, from the ethnic disportionment of suspensions, and from the behavior leading to suspensions should be the focus of in-service training held on an instructional planning day. At such meetings of school staff, the cultural differences in behavior should be discussed fully and the alternate approaches in lieu of suspensions should be explored.

8. Through the Supervisor of Student Placement, a study should be instituted to determine the reasons for the differences in suspension rates among schools and for the decline in total number of suspensions since the

1969-1970 school year, reversing the trend of increasing incidents since the 1963-1964 school year.

The report discussed by Commissioner Giles also included regulations and procedures followed by the SFUSD (largely from the State Education Code) in suspensions. There was also a detailed discussion of suspension statistics for the 1973-74 school year by school levels (elementary-primary, elementary-intermediate, junior high, and senior high schools). It is important, said Commissioner Giles, that this information be disseminated in the community for fuller parent understanding of this policy.

It was pointed out that two members of the SFUSD staff,

Messers Robert Figone, Student Placement, Pupil Services, and Robert Parina,Secondary Counseling, Pupil Services, gave their advice and recommendations in the drawing up of the HRC report on suspensions.

It was

*****m/s/c that the HRC adopt the Report on SFUSD Suspensions.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Recommendations to the Board of Supervisors re: Draft Subdivision Ordinance (Condominiums)

Many of the HRC recommendations on this Ordinance have been adopted by the Planning Commission, but there were some that were not, and examination of the proposed Ordinance as it now stands indicates it should be changed in three sections:

1. The requirement on affirmative action sales programs, which is now confined to conversions only, should be extended to all proposed developments covered by the Ordinance.

It was

*****m/s/c to adopt this recommendation.

2. The percentage of units that a subdivider of developments of fifty or more units should make available for low and moderate income occupancy, provided Federal or State subsidies are available, should be increased from 10 per cent to 20 per cent;and, of the 20 per cent,10 per cent should be low-income units and 10 per cent should be moderate-income units, if feasible.

It was

*****to adopt this recommendation.

3. The Director of Public Works should hold hearings on all proposed projects covered by the Ordinance. (The draft now limits public hearings to proposed projects of 25 or more units. In some neighborhoods it is likely that proposed developments or conversions will be largely less than 25 units but will still, because of the number of projects, have impact on the neighborhood.

It was

*****m/s/c to adopt this recommendation.

NATIVE AMERICAN ADVISORY COUNCIL
Earl Livermore, Chairperson

- Committee Report

Commissioner Livermore is in the process of adding new members to the Council, with the help of HRC staff.

DIRECTOR'S REMARKS

- First Reading, Proposed Amendment to HRC Rules and Regulations

Director Becker asked that there be consideration, for a First Reading, of the following proposed amendment:

A Committee of the HRC shall not form subcommittees or other bodies without the approval of the Chairperson or the Director.

*****Commissioner Heilbron was named by Chairperson Bartlett to study the proposed amendment, after

It was

*****m/s/c that the HRC, according to its rules regarding new items, consent to acting on this request.

- Hunters Point Shipyard

Director Becker reported that the Navy shipyard at Hunters Point, which once provided some 5,000 jobs, and which has now been closed, most likely will, at the request of the City, remain under Navy title, with the Navy asked to seek tenants. At a recent meeting announcing this move, it was pointed out that the Navy's affirmative action requirements would be the only ones applicable to these prospective tenants, and that the City's Nondiscrimination Ordinance (which the HRC implements) would not apply.

The concern of the HRC is that the City should not be taking a policy step through any agency regarding an area of HRC jurisdiction without consulting with the HRC. If he said, the new employers bring in tenants from outside this community, and if the tenant or tenants do not make a contribution to the problem of unemployment in the Bayview-Hunters Point area or in the City generally, this is a matter of importance.

Director Becker asked that the Commissioners agree to meet with City officials of the Mayor's Office and the Economic Development Agency to discuss this concern.

******Chairperson Bartlett referred this matter to the Employment Committee for study and followthrough.

- Commissioner Medearis stated that the Bayview-Hunters Point community was greatly concerned over the utilization of the

Hunters Point shipyard and desired community input into decisions affecting them.

- Commissioner Medearis reported the concerns of the Bayview-Hunters Point community over two recent tragedies in that community where two children died in a landslide, and two drowned in a swimming pool.

Director Becker reported that he had toured the area with Mr. Harold Madison on November 6. The HRC's Social Programs Committee is to hear a presentation on these and other concerns at its November 14th meeting.

- Jay Fernandez of the HRC staff asked for participation in the United Bay Area Crusade. He is HRC chairperson for pledges.

CALENDAR MATTERS

The next regular meeting of the HRC will be Thursday, November 21 at 9:30 a.m. in the Commission Room of the Main Library.

Employment	Thursday, November 14, 1974 9:30 a.m. Cathedran House etc.
Youth and Education	Thursday, November 14, 1974 3:30 p.m. Cathedral House Library, etc.
Housing & Urban Development Note:	Tuesday, November 12, 1974 12:30p.m ROOM 604 Sixth Floor
Police Liaison	To be announced
Social Programs	Thursday, November 14,1974 10:30 p.m. HRC Offices, Room 509
Native American Advisory	To be announced
Adiournment	

Respectfully submitted,

William Becker
via

Jack Casford

11/15/74
WB:JC:mf

SUMMARY STATISTICS

	Min% 1970	Min% 1974	Non Asian Min % 1970	Non Asian Min% 1974	Min% OM&P* 1970	Min% OM&P* 1974	Fem% OM&P* 1970	Fem % OM&P* 1974
Bank of America	29	38	15	18	6	11	12	23
Bank of California	31	38	21	23	11	17	17	23
Bank of Canton	N/A**	100	N/A	0	N/A	100	N/A	47
Bank of Montreal	N/A	19	N/A	7	22	9	0	9
Bank of Tokyo	72	76	2	9	72	80	5	18
Barclays	9	35	8	15	0	0	11	0
Crocker	30	37	17	20	5	18	10	31
First Enterprise	N/A	53	N/A	6	N/A	33	0	33
French Bank	N/A	16	N/A	9	N/A	6	N/A	23
Hibernia	16	24	11	14	1	16	13	34
Hongkong Bank	N/A	67	N/A	35	N/A	46	N/A	33
Lloyds	29	37	19	24	N/A	9	N/A	14
Redwood Bank	N/A	20	N/A	13	N/A	0	N/A	0
Sanwa	N/A	79	N/A	7	N/A	94	N/A	19
Security Pacific	N/A	32	N/A	14	N/A	9	N/A	28
Sumitomo	84	89	0	2	95	82	0	11
Union Bank	N/A	20	N/A	12	N/A	7	N/A	26
United California	23	33	13	15	7	16	12	29
Wells Fargo Bank	35	39	27	21	12	19	27	32

ALL BANKS

Minority % 1970 - 31

Minority % 1974 - 38

Non-Asian Min. % 1970 - 18

Non-Asian Min. % 1974 - 18

Asian Min. % 1970 - 13

Asian Min. % 1974 - 20

Minority Hires 1st 6 months of 1974- 43%

Min. Officials, Managers & Professionals * 1970 - 10

" " 1974 - 15

Female Officials, Managers & Professionals * 1970 - 16

" " 1974 27

Female % All Categories 58

** N/A Not Applicable. Some banks were not in existence in 1970. Others had less than 100 employees and thus did not have to keep sex & ethnic employment data

COMPOSITE OF ALL BANKS

				MALE						FEMALE				
						Minority Group Employees				Minority Group Employees				
	Min %	Fem %	Total	Total Male (inc. min)	Total Female (inc. min.)	Blk.	Span-Org.	Asian	Nat Amer.	Blk.	Span-Org.	Asian	Nat. Amer.	Indian
Vice President	6 %	2 %	794	782	12	3	10	32	1	0	0	2	0	
Assistant Vice President	10 %	9 %	916	833,	83	5	32	56	0	0	0	0	0	
Auditor	15 %	14 %	158	136	22	2	7	11	0	1	2	1	0	
Attorney	2 %	16 %	64	54	10	0	0	0	0	0	0	1	0	
Computer Programmer	16 %	29 %	384	274	110	8	6	31	0	6	2	10	0	
Personnel Specialist	21 %	52 %	252	122	130	6	4	9	0	12	7	16	0	
Branch Manager	11 %	7 %	231	214	17	5	9	10	0	0	1	0	0	
Assistant Branch Manager	17 %	17 %	182	151	31	5	5	13	0	1	0	6	0	
Loan Officer	22 %	40 %	1011	605	405	17	22	62	0	48	33	44	0	
Operations Officer	33 %	51 %	686	339	347	17	36	67	3	31	27	44	0	
Teller	40 %	83 %	1790	312	1478	35	20	72	2	153	132	309	1	

TABLE IV: SUMMARY OF NON AND LIMITED ENGLISH SPEAKING PUPILS IN LANGUAGE ASSISTANCE PROGRAMS AND NOT IN PROGRAMS

	In Need and In Language Assistance Programs	Not in Programs In Need of Language Assistance	In Need of Language Assistance Programs TOTAL
Chinese Cantonese	1245	953	2197
Chinese Mandarin	86	47	133
Spanish	1058	802	1860
Filipino	573	503	1076
Japanese	74	50	124
Korean	146	41	187
Samoan	53	98	151
Other Languages	423	359	782
TOTAL	3658	2853	6511

TABLE V: BILINGUAL OFFICE BUDGET, 1973-1974 SCHOOL YEAR

District Programs

Administration of Bilingual Office	$ 50,688	
Chinese Bilingual*	975,122	
Spanish Bilingual*	948,414	
Filipino Bilingual*	283,282	
Japanese Bilingual	40,290	
ESL Program-McAteer High School	140,338	
Total: District Bilingual Office Programs		$2,438,134
Total: Federal Funded Bilingual Office and State Programs		982,391
Total: All Bilingual Office Programs		$3,420,525

* Includes Newcomers Centers

Source: revised District budget of November 28, 1973

Division of Research
March 1974

GR:mlf
11-1-74

TABLE VII NUMBER OF STUDENTS ENROLLED IN BILINGUAL AND ESL CLASSES:

	Chinese Program				Spanish Program				Filipino				Japanese	Total			
	1970-71	71-72	72-73	73-74	1970-71	71-72	72-73*	73-74*	1970-71	71-72	72-73	73-74	1973-74	1970-71	71-72	72-73	73-74
Elementary																	
Bilingual	-	133	247	281	332	519	817	697	20	-	60	85	70	352	652	1,124	1,133
ESL	406	836	1,101	1,284	150	181	-	541	60	149	181	297	-	616	1,166	1,282	2,122
Total	406	969	1,348	1,565	482	700	817	1,238	80	149	241	382	70	968	1,818	2,406	3,255
Junior High																	
Bilingual	-	-	-	78	240	271	272	331	-	-	-	-	-	240	271	272	409
ESL	681	554	536	399	45	-	-	87	-	71	92	110	-	726	625	628	596
Total	681	554	536	477	285	271	272	418	-0-	71	92	110	-0-	966	896	900	1,005
Senior High																	
Bilingual	-	-	-	-	-	-	55	117	-	-	-	-	-	-	-	55	117
ESL	129	94	252	405	178	213	-	-	66	87	-	51	-	373	394	252	784
Total	129	94	252	405	178	213	55	117	66	87	-0-	51	-0-	373	394	307	901
Grand Total	1,216	1,617	2,136	2,447	945	1,184	1,144*	1,773**	146	307	333	543	70	2,307	3,108	3,613*	5,161

*The number of pupils enrolled includes 679 ESL pupils for 1972-73 whose language is other than the language indicated.
**The number of pupils for 1973-74 was 328.

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74

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of November 21, 1974

* * * * * * * * * * * * * * * * * * * *
* NEXT MEETING: December 12, 1974 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * * *

DOCUMENTS
DEC 11 1974
SAN FRANCISCO
PUBLIC LIBRARY

The December 26th meeting has been cancelled

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: The Very Rev. C. Julian Bartlett (presiding), Rev. George Bedford, Sister Mary Bernadette Giles, Leonard Kingsley, Caryl Mezey, Earl Raab

Excused: Rabbi Alvin I. Fine, Joseph Garcia, Louis Hellbron, Earl Livermore, Curtis McClain, Rev. Victor L. Medearis, Eduardo Sandoval, Harvey Wong

Staff

Present: William Becker, Joan Barr, Jack Casford, Stanley Lim, Wayne Redus, Gail Roberts

Pledge of Allegiance

Minutes of November 7, 1974 corrected: "and" for "or".

Page 10, third paragraph under Director's Remarks, Proposed Amendment... A Committee shall not form subcommittees or other bodies without the approval of the Chairperson and the Director.

Minutes of November 7, 1974 not adopted due to lack of a Quorum.

COMMITTEES

SOCIAL PROGRAMS COMMITTEE
Harvey Wong, Chairperson

- Proposed HRC Statement on the Effect of Inflation and Recommendations on Public Service Employment - Jack Casford

Mr. Casford read the proposed statement in full. It had been provided in advance to the Commissioners for their study.

It was announced that the Committee's intentions had been that the statement be:

1. Forwarded to California legislators in Washington, urging their support of broad public service employment programs.

2. Brought to the Mayor (president of the U.S. Conference of Mayors) to press for this kind of public service employment legislation.

3. Distributed to other human rights commissions for their possible similar actions.

*****Commissioner Raab felt that an added function of such a document could be as a point around which various sections of the community (minority, labor, etc.) could coalesce and generate continued activity.

Director Becker pointed out the continuing major problem in the U.S. of teenagers being unable to break into the labor market, with minority teenage unemployment over 30 percent. This counters the editorial stands, for example, which hold that only the displacement of heads of households is a

-more-

cause for concern.

In the absence of a Quorum, it was

*****m/s/c that the six Commissioners present (Bartlett, Bedford, Giles, Kingsley, Mezey, and Raab) adopt the Statement of Concern and commend it to the Social Programs Committee to move it forward in whatever ways deemed necessary. The full Statement is attached to these Minutes.

EMPLOYMENT
Leonard Kingsley, Co-Chairperson

- Affirmative Action Progress Report on City-Funded Construction - Stanley Lim, HRC Affirmative Action Officer

Mr. Lim summarized a long written status report with supporting statistical tables, provided in advance to the Commissioners.

This was the second progress report on City-funded construction contracts for this year. The first was issued in May. The current report, covering the month of September, again combines the statistics for both City-wide contracts and City contracts in the Bayview Hunters Point Model Cities area. There are now 27 active contracts under HRC monitoring, up from 26 in the last report.

The ethnic breakdown for all City-wide contracts showing ethnic composition on a trade-by-trade basis, for all classifications, is: White: 54.4%; Spanish-Origin: 19.7%; Black: 20.8%; Native American Indian: 1.8%; Chinese: 1.5%; Japanese: 0.6%; Filipino: 0.8%; Other Non-White Minority: 0.4%. The total minority work force is 45.5%, or 504 persons out of 1,136. The previous report showed 44% minorities. Three female apprentices and two female field office workers were reported. As usual in construction, the total hours and the number of workers fluctuate from month to month. This time it is nearly 20% higher than six months ago but slightly under that of September, 1973.

Based on this report as well as previous reports, Spanish-Origin Americans, Blacks and Native American Indians are well-represented as group totals in City contracts. Asians however, still rank low compared with their population in this area. An encouraging sign is that the Filipino-Americans are becoming active in various trades. They emerged from 206½ hours in the skilled trades last spring to 625½, or from 0.5% to 1.0% of the total. The Chinese and Japanese also showed some gains in the skilled crafts.

In the apprenticeable trades minority workers are most heavily concentrated in such crafts as cement mason, asbestos worker, painter, and terrazo worker, all with over 45% representation. Next as bricklayer,. carpenter, glazier, iron worker, lather/plasterer/drywall installer, roofer, and sheet metal worker, with a range of 32% to 38% minorities. Below that, with an average of 22% minority makeup, are electrical worker, elevator mechanic, operating engineer, pile driver, plumber/steam fitter, sprinkler fitter, and tile setter. Two trades, plumbers/steam fitters and operating engineers, which were rated low in minority representation in May, remain so.

The over-all average of minority hours in the skilled apprenticeable trades is 33% of the total.

Minority groups have always been strong in the noncraft classifications such as laborers, gunite workers and to some extent, teamsters. This report shows no exception. The percentage is 72.2%, the highest ratio yet recorded for this category. However, no minority could be found as field superintendent or field office worker.

The HRC's continuing analysis of these trends is to see what area needs more attention and to deal specifically with those contractors not complying with their affirmative action goals. In the last 6 months, warnings of non-compliance have been issued to an elevator company, two electrical contractors, and a company using operating engineers.

The percentage of minority apprentices for the past three years has always been better than 50%. This report shows 52.5% minority and 2.3% female. The number of minority apprentices on City contracts has been increased from 37 in 1971 to 78 currently. The first woman apprentice was reported last Spring. In September, three female apprentices were employed in City construction projects.

-more-

The small number of woman apprentices is not due to their unavailability. Great resistance from the contractors is one factor. In the course of HRC negotiations with contractors the HRC has encountered more obstacles to the hiring of women than minority men. The reason given in most cases is that the contractors do not believe women have the physical strength to do construction work. Recruiting organizations such as the Apprenticeship Opportunities Foundation and Women in Apprenticeship have been working closely with the HRC in supplying qualified female applicants.

Of the three women reported, only two were employed at any substantial period. One was discharged after two weeks on the job. All three are carpenter apprentices.

To date, the HRC has received two complaints filed by women against City contractors charging one with discrimination in hiring, and the other discrimination in discharge because of sex. These complaints are pending investigation.

The affirmative action standard in the Bayview Hunters Point area contracts is the Menorandum of Agreement, an instrument worked out by the community, the Building Trades Council, the Associated General Contractors and the Human Rights Commission. The basic employment goal is to require the contractor to make every effort to recruit 50% of the work force in each craft from the residents of the Model Cities area.

The agreement has worked well in most cases. But it has encountered difficulties in those trades not having enough residents (let alone minorities) among its membership. Three trades are not meeting the resident requirement--electrical worker, operating engineer, and plumber/steam fitter. It's still the responsibility of the contractor to meet the goal.

On the other hand, contractors using carpenters, cement masons, teamsters, laborers/or millwrights/find that there are sufficient numbers of residents to draw from the labor pool. The Bayview Hunters Point Manpower Development Program (formerly Affirmative Action Program) is the designated resource Office to assist contractors meeting the employment goal only after the contractor has failed to recruit the required residents the traditional way.

Comparing the current report with March, it shows a reduction in both the number of residents (and minorities) in the Model Cities area contracts. Current figures stand at 39% resident (47.7% minority) versus 43% (and 56%), respectively, in March. This decrease was attributed to the reduction of work hours in the larger contracts where the work has been peaked off.

In those trades with fewer residents (minorities as well) such as operating engineers etc., some type of pre-apprenticeship training needed before a reservior of resident manpower can be developed. This has been suggested to the Manpower Development Agency.

The number.of active contracts in the Bayview Hunters Point area is down to four; it previously was six.

Mr. Lim responded to a number of questions on his report.

Wayne Redus, HRC Coordinator of Employment, noted that the Federal government at present does not require reporting of workforce breakdowns to show the number of women employed, and that some employers resent the HRC's request for this kind of breakdown, asking why we require information the Federal agencies do not require.

It was pointed out that the HRC is the pioneer agency in asking employers for not only a reporting of male-female workforce breakdowns but also for affirmative action in the recruiting and hiring of women.

Asked to explain why the Asian participation in construction trades was low, Mr. Lim stated that:

1. Asians are comparative newcomers into the construction field.

2. There is far less construction activity in the Chinatown community (as compared to the Bayview Hunters Point) and thus few residents are employed.

-more-

3. Resistance among some Chinese families to having their children enter the construction field (as opposed to sending them to college) has been discovered by job recruiters.

Director Becker noted that though the percentage of minority participation in apprenticeship was high, there were only some 130 apprentices in Stanley Lim's report. This makes clear that apprenticeships are too few to move many people out of unemployment.

George Newkirk, Employment Contracts Compliance Officer of the Public Utilities Commission, who monitors PUC's construction contracts, addressed the HRC. He referred to a written report provided the Commissioners and to attached statistical ethnic breakdowns of the six contractors.

As of September 30, 1974, the PUC had six substantial construction contracts in progress, with another three or four to start prior to the end of the year. The contracts total more than $5 million.

Of a total of 214 employees in these six projects, 95 were minorities. However, minority participation was concentrated in the laborer positions. Mr. Newkirk said this was due to the type of job (first-phase projects, for example) but he said also that in those areas where other crafts are to be used, it is the PUC intention to have the contractor use more minority journeymen, and, whenever possible, to use minority apprentices. No women were reported for any of these six contracts, but one female apprentice carpenter was hired by a contractor doing business, although her job was not on the PUC contract.

Mr. Newkirk expressed his thanks to the HRC for its assistance and endorsement of his summer engineering program, which went off well. He said he hoped to come back with a request for endorsement next year.

- Commissioner Kingsley commended Mr. Lim for his continuing work in this field for the HRC.

YOUTH AND EDUCATION
Sister Bernadette Giles and Caryl Mezey, Co-Chairpersons

- Multi-Cultural Awareness Program Status Report - Commissioner Mezey

Grandvel Jackson, of the San Francisco Unified School District's Community Relations Office, reported at the November 14th Committee meeting on two pilot projects in multi-cultural awareness in the District at, respectively, Portola Junior High, and Daniel Webster, Elementary School. The programs are intended to operate throughout the school in every classroom, including gymnasium and social sicence activities. The lesson plans which have been prepared will be duplicated for use in other schools; funding is being sought for this. All children take part in this multi-cultural awareness activity.

The Committee heard a presentation from Supervisor Terry Francois on the proposed program of the Multi-Culture Institute, at its October 31st meeting. The Committee felt, said Commissioner Mezey, that although the HRC has supported this kind of program, it would seek more information about this program from teachers and parents who had experienced it in the past.

Gail Roberts, HRC Coordinator of Community Organization, reported that Supervisor Francois at the request of the Superintendent and the president of the Board of Education, has been meeting with elementary schools in order to select four as pilot schools for a multi-culture program beginning in September of 1975. The District also asked him to consider involving two junior high schools in programs at that same time. The budget would be $50,000 for the first year in the elementary schools, declining in amount each year subsequently.

- The Committee at the November 14th meeting, heard from a student intern who is working on the revision of the Student Rights and Responsibilities Manual. A major continuing problem seems to be the under-utilization of the Manual. Commissioner Giles noted that Mr. Jackson had said that his office handles complaints that it appears could have been handled by on-site appeals boards.

- The Committee will continue its study of affirmative action, the Gifted, and Bilingual Education in the School District in January.

- Also in January the Committee will hear a report on the work to date of the Reading Task Force by the Rev. Dr. Tony Ubalde.

DIRECTOR'S REMARKS

- Second Reading - Proposed Amendment to the HRC Rules and Regulations.

The proposed amendment:

A Committee of the HRC shall not form subcommittees or other bodies without the approval of the Chairperson and the Director.

- The Employment Committee's next agenda will include a discussion about the Hunters Point Shipyard and application of the City's Nondiscrimination Ordinance if, as has been discussed by the City, the Navy retains title to the land and would seek tenants.

- Limited Tenure employees of the HRC

Nonpermanent employees of the City work under a kind of second-class citizenship status. Mr. Becker cited the job position of Ed Vurek, an Affirmative Action Officer employed under a Federal grant,(Equal Employment Opportunity Commission) who, though provided an annual salary increase in the Federal grant, because he is not in a permanently-funded City job, has not been permitted by Civil Service to receive these increases. Nor is he eligible to purchase medical coverage. Civil Service has denied a request to hire Mr. Vurek, and others in similar positions, under personal service contracts. He has taken a competitive examination for Employment Representative, and must place first in order to retain his position. EEOC indicates that it intends to re-fund the position Mr. Vurek has filled for four years. There are, said Mr. Becker, some 2,000 Limited Tenure employees of the City who suffer from the same kind of difficulties as outlined here for Mr. Vurek, and he expressed his personal sense of frustration at the inability to get an equitable resolution of the dilemma.

*****Mr. Becker was asked to prepare a letter of HRC support for his efforts to break through this impasse to be acted on at the next regular meeting.

NO NEW MATTERS

NO REMARKS FROM THE AUDIENCE

CALENDAR MATTERS

- It was the consensus of the Commissioners present that the HRC meeting of December 26th be cancelled.

STANDING COMMITTEES

Employment	Thursday, December 19, 1974 9:30 A.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, December 5, 1974 3:30 P.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Tuesday, December 3, 1974 12:30 P.M. HRC Offices, Room 604 1095 Market Street

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Police Liaison	Wednesday, December 4, 1974 4:00 P.M. HRC Offices, Room 509 1095 Market Street
Social Programs	Tuesday, December 10, 1974 10:00 A.M. HRC Offices, Room 509 1095 Market Street

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
Attachment
12/3/74

THE ADVERSE EFFECT OF INFLATION AND FEDERAL SOCIAL PROGRAMS BUDGET CUTBACKS ON MINORITIES AND THE POOR

A STATEMENT OF CONCERN

by the

HUMAN RIGHTS COMMISSION OF SAN FRANCISCO

November 21, 1974

Only eight months ago, the Human Rights Commission made a series of recommendations to meet the growing unemployment rate in San Francisco. These recommendations were based on a number of factors, including the unemployment rate at the time (March, 1974), the cutting by the then Nixon Administration of funding of public service employment programs, and the fear that the numbers of those out of work or no longer seeking work were themselves seriously undercounted in official statistics.

Now eight months later, the picture is worse, far worse.

The national unemployment rate in October reached 6.0 percent or 5.8 million persons, the highest since December of 1970. California's October unemployment rate (seasonally adjusted) was 8.1 percent, up from 6.9 percent a year ago. In the five-county Bay Area, the rate in October was 8.0 percent, up from 7.2 percent a year ago, and 7.6 percent last February.

But it is in the area of the widely-publicized and appalling statistics of the economic inflation (dried beans up 300%; the Consumer Price Index up 44% in one year; successive monthly cost-of-living increases, each the highest in more than 20 years, etc.) that the impact is the worst, and, as in unemployment, falling on those who have the least, who are under, or unemployed--minority communities and the poor, especially the elderly poor.

In the U.S. Department of Labor's Urban Family Budget report for Autumn of 1973, one year ago, a typical four-person urban family average annual budget was approximately $8,200. For lower budgets, costs were 9 percent higher in

metropolitan (i.e. San Francisco) than in non-metropolitan urban areas. These figures will be far greater, no doubt when the Autumn 1974 Urban Family Budget is published.

All of the foregoing statistics apply here in San Francisco.

A recent State poll by the Field Research Corp. showed that Californians are extremely pessimistic about their financial conditions and their future economic outlook. In the poverty level (roughly, under $5,000 a year income) 43% reported they feel worse off financially compared to a year ago. Thirty-five percent of these families also feel they will be worse off a year from now. With the Agriculture Department in August predicting that retail food costs will soar another 5% during the second half of 1974, their pessimism is understandable.

But as always, it is among Blacks (for whom government statistics are most readily available) and the young that unemployment rates are the most disturbing. The August national unemployment rate for young men aged 20 to 24 jumped from 8.1 to 9.3%. Teenagers overall had an unemployment rate in August of 15.3%. It had been 16.2% in the month previous. Black teenagers, (16 to 19) as long ago as May, 1974, had an unemployment rate of 33.5%, more than twice the rate for White teenagers.

The statistics stated here, obviously only a kind of bare-bones summation, all deal with the situation of the past six months, during which the national administration has changed. (unfortunately the government bureau do not cover the other minority groups in the same detail as they do the Black population.) President Ford has been in office barely three months, but the inflation continues, and worse, the President and some of his spokesmen have given indications that Federal budget cutbacks will take place in the area of social programs. Again, where those most powerless economically in our society can least defend themselves.

The President's initial release of already-appropriated Federal funds meant only 12,000 new public service jobs in the nation, a figure that is less

than .002 percent of the 5.8 million unemployed. More recently, in his anti-inflation program speech to Congress, the President proposed a new public employment program (called the Community Improvement Corps) to create up to 374,000 state and local government jobs at a cost of $2.2 billion. But this program would wait until the national unemployment rate nationally averaged six percent or more for three months. California, with an unemployment rate of over 6.5 percent, would be among the states to benefit if jobless rates were that figure or above regardless of the national average.

But there are many other strings and conditions to this proposal and it does not meet the crisis NOW.

Arbitrary insistence on a national average unemployment figure of 6 percent before Federal action to create jobs is unrealistic when the fact is that the minority and lower-economic segments of the population have far greater proportions of unemployed persons. A recent "Black economic summit meeting" held in Washington in September seeking ways of producing economic equity in this country brought out that Black unemployment now stands at 9.2 percent nationwide, and is at least twice that in the ghettos of some of our cities. "Among Black teenagers, joblessness stands at a shameful 31.4 percent. That means 286,000 minority youngsters," as Carl Rowan in an October 2nd column puts it, "on the brink of despair, prime candidates for reform school, jail or prison."

With the above as a partial documentation of the gravity of the economic and employment situation, the HRC wishes to address one element: The need for a massive effort on the part of the Federal government to fund and maintain on-going public service employment programs.

We take note that Federal Reserve Chairman Arthur F. Burns recently urged creation of a public service jobs program involving up to 800,000 workers as a goal to curb rising unemployment. California Senator Alan Cranston back in February, proposed emergency appropriations to create 500,000 public service jobs (in mass transit systems, water and air pollution control, housing, crime control, and improvements in health and education.)

A number of basic principles are essential to a meaningful public service employment bill. Many of these are found in legislation recently introduced by Representative Dominick V. Daniels (Democrat, New Jersey).

The Public Service Employment Program should

1. Be triggered by a national rate of unemployment of 4.5% or more.

2. Should provide on-going jobs at needed work and not be limited to the principle of transitional jobs.

3. Should provide a continuing commitment, and not face the cities and federally-funded employees with recurring questions as to whether there will be money for their salaries "next month."

4. Should not limit the salaries payable to the $7,000 proposed by President Ford or the $10,000 under current law, but go back to the $12,000 under the original EEA, with allowance for cost-of-living increases.

5. Should provide <u>at least</u> one million jobs.

6. Should continue to exempt the people in these jobs from the rigid selection procedure of the various civil service systems, and continue to aim to modify selection systems so they are not discriminatory and are job-related.

JC:pa

HUMAN RIGHTS COMMISSION
OF THE CITY AND COUNTY OF SAN FRANCISCO

Minutes of the Meeting of December 12, 1974

* * * * * * * * * * * * * * * * * * *
* NEXT MEETING January 9, 1975 *
* Thursday *
* Commission Room, Third Floor *
* Main Library, Civic Center *
* 9:30 A.M. *
* * * * * * * * * * * * * * * * * * *

The December 26th meeting has been cancelled

NOTE: See under Calendar Matters Section of these Minutes the schedules of the HRC's regular standing committee meetings.

ROLL CALL

Commissioners

Present: Rev. Victor L. Medearis (presiding), Rev. George Bedford, Joseph Garcia, Sister Mary Bernadette Giles, Louis Heilbron, Leonard Kingsley, Earl Livermore, Caryl Mezey, Earl Raab, Harvey Wong

Excused: The Very Rev. C. Julian Bartlett, Rabbi Alvin I. Fine, Curtis McClain, Eduardo Sandoval

Staff

Present: William Becker, Frank Anderson, Joan Barr, Jack Casford, Jay Fernandez, Cole Lew, Stanley Lim, Jesse Martinez, Wayne Redus, Gail Roberts

Pledge of Allegiance

Minutes of November 7 and 21, 1974 approved.

COMMUNICATIONS

- From Dr. Steven Morena, Superintendent, San Francisco Unified School District, thanks for the HRC endorsement of Reading as a Community Priority in support of the Reading Task Force.

- From State Senator George R. Moscone, announcing that he would re-introduce an urgency bill requesting $2.5 million for health services for American Indian people in California when the Legislature re-convened December 2nd. SB 2328, which the HRC had endorsed, was vetoed by the Governor in the last Session.

- From Senator Moscone, thanks for HRC endorsement of SB 2264 which was signed by the Governor and which will provide $400,000 for the development of up to ten American Indian education centers in California.

- From Roger A. Taylor, Chief of the Division, Fair Employment Practice Commission, commenting on an HRC letter of September 13, 1974 recommending three amendments to the Fair Housing Law. Mr. Taylor responded to each: #1: Change the FEPC's name (to add Housing)., #2. To authorize the FEPC to conduct affirmative action programs in housing, with sanctions, and #3. That the financial penalty/damages the FEPC is authorized to impose in a completed housing discrimination case be raised from the present $500 maximum for each complainant to a maximum of one year's rent. Mr. Taylor said #1 will be re-submitted, #2 would most likely not be accepted by the State Legislature and possibly not by the FEP Commission, #3 would most likely be denied by the Legislature, thereby cancelling out an Attorney General's Opinion that the FEPC can assess up to $500 per complainant.

- From Paul J. Trafficante, Northern California Emergency Committee Against Racism in Boston, asking HRC help in publicizing, through distribution of leaflets, a rally December 14th to protest the Boston anti-school-integration demonstrations. The San Francisco rally will be Saturday, December 14th, at 1:00 p.m., at the Federal Building at Polk and Larkin Streets, and will coincide with a major rally that day in Boston.

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- To Robert Mendelsohn, Chairperson, Urban and Consumer Affairs Committee of the Board of Supervisors, a personal letter from Director Becker, urging support of the proposed ordinance which will create a City Commission on the Status of Women. Mr. Becker read the letter, which notes that the HRC had not, at that date, officially considered the proposed ordinance.

- From Rita George, Bay Area Women's Coalition, thanking Mr. Becker for the foregoing letter of personal support, and expressing the desire for continued cooperation with the HRC.

- From Elouise Westbrook, Chairperson, Bayview-Hunters Point Joint Housing Committee, a three-and-one-quarter-page, single-spaced letter commenting on HRC action of October 3, 1974, which urged that the Department of Housing and Urban Development not demolish 191 units of public housing at Hunters Point known as Hunters Point "A." Ms. Westbrook opposed the HRC's stand and demanded "that your Commission rescind its resolution and set a date when the matter can be properly discussed."

- Commissioner Heilbron asked to comment on Ms. Westbrook's letter at this meeting. He said that it is clear there is a dispute between the Housing Authority and the Redevelopment Agency on this issue. The HRC is placed in a difficult position of supporting the continuance of housing which it knows is now sub-standard, but which it is desirable to maintain and rehabilitate as an alternative to no housing at all. Certainly the HRC wants as many new housing projects as can be developed. But the dilemma has confronted the HRC as a matter of policy, that if old housing is destroyed before new housing is built or if you ignore the possibilities of rehabilitation, people are, in effect, thrown out into the streets.

*****In response to Ms. Westbrook's expressed concerns, the HRC Housing and Urban Development Committee will invite her and other interested parties to discuss the issue more fully for possible reconsideration. Commissioner Medearis, praised by Ms. Westbrook for his recorded remarks on the issue in the HRC's October 3rd Minutes, will participate also.

COMMITTEES

SOCIAL PROGRAMS
Harvey Wong, Chairperson

- Pacific Telephone & Telegraph Company Commitments to Upgrading Services to Non-English-Speaking Customers - Results of December 6th meeting. -Commissioner Wong (with Director Becker, Jack Casford and Carlos Carillo of the HRC staff, and, from PT & T, Messers Entrekin, McEvoy, Martin Kaplan and W. M. Maier, the latter from the Public Relations Department).

The meeting was to discuss the HRC's October 24th action sending recommendations PT & T for making services, especially emergency services, more readily available to the non-English-speaking communities of San Francisco.

Mr. Maier went over these recommendations point by point.

I. Phone Book Emergency Services Page

PT & T's next telephone directory, which is to be published in September, 1975 (coinciding with the scheduled beginning of the 9-1-1 emergency direct-dial operation) hopefully will have the emergency number and instructions printed in English, Spanish, Chinese and Tagalog.

II. Phone Book Insert Pages

In early 1975, Pacific Telephone hopes to have printed separate directory insert pages for each of the four major languages. These will be available to customers at neighborhood business offices of Pacific Telephone. The HRC will meet with PT & T to identify the appropriate neighborhoods.

III. Public Phone Booth Cards

PT & T presently has a proposed format for a public telephone booth

instruction card. These cards would be bi-lingual (Spanish-English, Chinese-English, etc.) giving brief instructions on emergency numbers. Again, the HRC was asked to identify the neighborhoods where these cards would be most helpful. The company representative did say there are several types of public phone booths and no card so far has been designed that can be installed in all of them.

NOTE: When the 9-1-1 universal direct-dial emergency service goes into operation in the City, the problems of persons who are not, say, either Spanish or English-speaking, and who want to use a phone booth in the Mission District, would be considerably cleared up if these insert cards can be in at least three languages in addition to English. This is something the HRC representatives meeting with the 9-1-1 planners have tried to obtain.

IV. Bill Inserts

The PT & T proposes that there be a multi-lingual card prepared which can be mailed with all bills. This seems at this juncture to be the least difficult kind of thing to accomplish for the company.

V. Ethnic and Minority Newspapers

HRC was asked by PT & T to assist in getting these papers to carry on a front-page box information on reaching emergency services by telephone for the non-English-speaking.

VI. Neighborhood Meetings

HRC was asked to help the PT & T in setting up periodic neighborhood meetings so that, for example, organizations which work with new foreign-born arrivals can learn how to disseminate information on emergency services by telephone.

******PT & T within a few weeks has agreed to have its LA office prepare drafts of the proposed phone booth cards, and book and bill inserts.

******All parties agreed that publicity on this work should wait until there was something specific that it could be announced.

******It was agreed there would be a follow-up meeting on these points in approximately mid-January.

Director Becker reported that Pacific Telephone had called after this meeting to note that their preparation of some of the materials would take longer than originally estimated, and to inquire whether City Hall switchboards would be able to handle multi-lingual inquiries. The HRC works constantly on this problem.

- Recommended Endorsement of Establishment of a City Commission on the Status of Women - Commissioner Mezey

Ms. Mezey reviewed briefly the proposed ordinance, introduced by Supervisor Dorothy von Beroldingen at a meeting of the Urban and Consumer Affairs Committee of the Board of Supervisors. More than thirty organizations, all in favor of the ordinance, appeared at that hearing. The Bay Area Women's Coalition, representing some 10,000 persons, members of a number of women's organizations prominent in this field, has been working with Ms. von Beroldingen in the writing of the proposed ordinance.

Ms. Mezey said that funding of approximately $100,000 had been proposed although no figure is definite in this regard. She said the work of the proposed Commission would not overlap HRC's legal powers. The proposed Commission would hope, by moral suasion, to affect positively female representation in employment in the private sector, and it would devote attention to child care and recruitment.

- Commissioner Livermore asked what assurances there were written into the proposed ordinance for a broadly-representative ethnic membership in the Commission. Ms. Mezey said that there is an advisory committee that is broadly-representative provided for in the proposed legislation.

Commissioner Raab stated that the HRC's possible endorsement of the formation of such a Commission would be in principle, and that it (the HRC) should not become involved in the problems of selection of the commissioners.

Commissioner Heilbron commented (with reference to nondiscrimination) that some of the work of the HRC would be taken over or duplicated in a Commission on the Status of Women as proposed, and that it essentially takes the issue of sex discrimination from the HRC and places it into the jurisdiction of another commission.

There followed considerable discussion on this point, from Commissioners Wong, Raab, Livermore, Bedford, and Mezey, and from Vice-Chairperson Medearis, who was presiding.

Ms. Maxine Ussery was asked to speak on behalf of the Bay Area Women's Coalition, which she described as fully representative of minority women. She cited movements for the establishment of commissions on the status of women in Alameda and Contra Costa counties, and of the existence of the California State Commission on Women.

It was

*****m/s/c/ that the Human Rights Commission endorse the establishment of a City Commission on the Status of Women, authorizing the HRC staff to work out language which will prevent unnecessary duplication and promote cooperation.

- Vice-Chairperson Medearis at this point introduced two members of the 1974-75 San Francisco County Grand Jury, members of Committee No. 8, charged with studying the City Department of Social Services, the Commission on Aging, and the Human Rights Commission. They are: Ms. Deborah C. Goldstein, the Committee Chairperson, and Joseph W. Vaultz.

HOUSING AND URBAN DEVELOPMENT
Louis Heilbron, Chairperson

- Statement regarding Conservation of Housing in Proposed Expansion Plan of St. Francis Hospital.

The St. Francis Hospital Expansion Plan, which has been presented to the City Planning Commission, would permit construction of a medical office facility, a garage, a medical office addition, and an outpatient clinic enlargement, but would require the demolition of 52 studio and one-bedroom apartments in four buildings on Hyde Street. They currently rent between $90 and $135 a month. The hospital presently owns the residential property in question, and it was pointed out that since notice of City Planning Commission matters goes only to property owners, the hospital would be in effect notifying itself. The tenants of the 52 units have been assured that in the future they will receive notice of hearings on this proposed Expansion Plan.

Edith Witt of the HRC staff, among others, raised the question about the potential loss of these low-income housing units at the November 15 meeting of the Planning Commission.

It is the intent of the HRC, Commissioner Heilbron said, to show its concern and to call the attention of the Planning Commission to its own policy in this matter (preservation of low and moderate-income housing).

It was

*****m/s/c that in regard to the proposed St. Francis Hospital Expansion Plan, we (the HRC) trust that the City Planning Commission will give fullest consideration to its own policy and that of the Human Rights Commission to conserve the low-income and moderate-income housing supply.

It was reported that the hospital next will present and environmental impact report, which the HRC can review, especially as it covers the low and moderate-income housing question.

POLICE LIAISON
Earl Raab, Chairperson

- Captain Hugh Elbert, director of the Police Department's Internal Affairs Bureau, recently communicated with the Committee his agreement with the ten administrative recommendations made last October by the HRC on the handling of complaints against police officers, and that he would follow up on them. In one or two instances, Captain Elbert agrees only "in principle" with the recommendations.

- Dispute with Police Department Over Procedures for Adopting Proposed Rules, Policy and Procedures Manuals.

The SFPD has for some time been working on consolidating and revising three different manuals, for rules, policies, and procedures, respectively. A number of areas covered by these manuals have been concerns of the HRC for years. The Police Department itself has completed its revised recommendations on these three manuals, and they are next to be considered by the Police Commission for approval. A number of community groups, including the Northern California Police Practices Project (Amitai Schwartz, Director) and the HRC had requested the opportunity to comment on the manuals before Police Commission finally adopts them. The Police Department has stated that it preferred Police Commission action first, before public comment.

The HRC has a long standing concern for public participation in general in these kinds of matters, said Commissioner Raab. The Police Commission has submitted this question (public hearing before Police Commission action, for example) to the City Attorney's Office for an opinion. The Police Liaison Committee felt that before this opinion was rendered the HRC should be on record on its position urging public hearings before Police Commission action.

Commissioner Raab read excerpts from a proposed letter to Dr. Washington E. Garner, President of the Police Commission: "We are concerned that some orderly process for participation in this matter be established at the earliest juncture. It is imperative in our democratic form of government that interested groups be allowed to appraise and adequately comment on issues of public interest. Such a process is important for the credibility and community relations of our public agencies. The HRC itself is interested in reviewing the proposed documents prior to adoption provided the City Attorney's decision does not preclude such action."

It was

*****m/s/c/ that authorization for sending this letter be granted. The letter is signed by Commissioner Raab as chairperson of the Police Liaison Committee.

EMPLOYMENT
Joseph Garcia and Leonard Kingsley, Co-Chairpersons

- Civil Service Report: Status of Fire and Police Officer Litigation.

Mr. John DeSoto, Division Manager of the Civil Service Commission, addressed the HRC.

He first discussed in detail the status of the Fire Department Civil Service examination, which has been the subject of court dispute since June of 1970. The court order in effect until the most recent one was that there be a one-for-one hiring procedure (one minority for one white), and that an empirical validation study be performed on the examination procedures. This study involves placing people on the job, then rating their performance, and comparing these ratings with test scores to see if they correspond. If there is a high degree of correspondence, then the test would be considered valid; if not, the converse. The study will be presented on court order in January and court hearing s will begin in late January or early February. The court also has ordered that a new examination be given in order for there to be a qualified list of eligibles to draw from in case the original examination is ruled nonvalid. Until the research on the original test is completed, the Civil Service Commission does not know which test to give to the new group of applicants. Thus the CSC is resisting announcing a new test at this time. There is a present list of 250 eligible Caucasians who have not been placed. All the minority people on the present list have been called for jobs. The Court is now allowing non-minority people to be hired from the outstanding list of 250 eligible Caucasians and the number may go up to 75 from this group.

Mr. De Soto said that a September, 1971 test given (for Fire Department jobs) was ruled invalid by the court, and another written test was given in June 1973. He said, "In every stage of the testing process where there is a delay, the nonappearance of minorities (for the tests) has been higher than that of Caucasians. The net effect of the court case has been that fewer minorities, especially fewer Blacks, have been hired than would have been hired if there had been no court case."

Regarding the Police Department examination, Mr. De Soto said that in February, 1972, all police testing was stopped by the CSC which said it would not announce a new test until it had a validated test. The CSC hired consultants, including a Black police inspector who holds a PHD in educational psychology from Stanford to produce a test. A full-scale job analysis of the Police Department has been done. Some preliminary research on the test (which is audio-visual in part and was given on October 5) shows that it would have less of an adverse impact on minorities than any other form of test heretofore used. Of the 4,100 persons scheduled to take the October 5th test, approximately 1,900 appeared to take it. Of these, 1,775 finished the test. Some did not complete it; some misunderstood the instructions; two were eliminated for cheating. There are no height or weight standards at this time; no minimums as yet set. Remaining as candidates are approximately 1,000 males and 269 females. The athletic test begins December 21st. It will be given both Saturday and Sunday on the weekends bracketing Christmas. All minorities did well on the written test, save for the Filipino group, due probably to language problems.

All parties have agreed that the athletic test for Fireman is nondiscriminatory. Apprehension that some Asian candidates would not do well on this test were disproved.

Public Advocates (the plaintiffs in the court challenge to the Police examinations) has requested that the New York City athletic test (which has proved to have no adverse effect on female candidates) be given and it is scheduled for the first two weekends in January (a two-day test). The CSC currently has a Verducci athletic test to administer also. Thus there will be court hearings beginning in February over the results of these tests.

The CSC has made an informal commitment to appoint approximately 100 female candidates (within a short period of time in order to do research) to see if females can function as police officers in San Francisco. New York City has some 600 female police officers; Washington, D.C. also has female police officers on duty.

Mr. De Soto said 1,600 women appied to take the written Police test, and 450 (a 75 percent dropoff) appeared to take it.

*****After Mr. De Soto responded to some further questions from the Commissioners following his presentation, it was proposed by Commissioner Kingsley that staff and interested Commissioners meet with Mr. De Soto to study the details in these complex issues.

- Mr. De Soto affirmed, in answer to a question from Director Becker, that the basic CSC position is that applicants (both male and female) who pass the same test should be eligible for the same jobs, which has been the HRC position.

- Teamsters Affirmative Action Program Progress--Wayne Redus

In October the HRC was asked to assist the Teamsters Beer Drivers Local 888 in obtaining an affirmative action agreement with beer distributors in the Bay Area. The beer distributors at that time reportedly had refused to cooperate in this effort. The HRC has received an informal opinion from the City Attorney that beer distributors as sub-contractors to City prime contractors are covered by the Nondiscrimination Ordinance. The HRC has reviewed the proposed affirmative action program of Local 888 and found it a substantially effective one. Stephen Conhane, the representative of the Beer Distributors Association, has provided the HRC with a copy of the Beer distributors' affirmative action program adopted by the Association. It has been reviewed by the HRC and several serious deficiencies have been found. Mr. Conhane's position is that the HRC cannot criticize this program as such because it conforms to the Federal Equal Employment Opportunity Commission guidelines and it is the same program currently being used by several other major employers in this area.

The HRC is trying to get a meeting of all parties to try to negotiate a mutually-acceptable affirmative action program. The Teamsters are willing to go into such a meeting; at the time of this meeting the Distributors Association was not.

- Fireman's Fund - Commissioner Kingsley reported that this major insurance employer, with which the HRC has been in negotiations for several months regarding an affirmative action program, has submitted one. The program is being reviewed and a meeting is scheduled for working out items about which the HRC has some questions.

- Pier 45 Development - To the knowledge of the HRC no information has been passed on to bidders for this development site that they would come under the jurisdiction of the Nondiscrimination Ordinance. A letter has been sent to the temporary Port Director, Mr. Orsi, reminding him that all bidders must submit affirmative action plans as part of their bids.

YOUTH AND EDUCATION
Sister Bernadette Giles and Caryl Mezey, Co-Chairpersons

- Survey of Private Placement Institutions Use by the Juvenile Court and the Department of Social Services.

This report was postponed to a later meeting.

- Resolution Authorizing Funding Proposal for Reading as a Community Priority.

The HRC provides staff assistance to the broad-based community Reading Task Force.

It was

*****m/s/c that the HRC authorize its staff to prepare and submit a proposal to provide the necessary staff and funding to implement Reading as a Community Priority. This proposal, to be submitted to a local foundation, would be for one year beginning as soon as all arrangements are completed. The level of funding sought is approximately $25,000.

- The Committee is looking into the present status of abused, neglected, and dependent children in San Francisco. A report in more detail will be made later.

DIRECTOR'S REMARKS

- Proposed Amendment to the HRC Rules and Regulations

The first and second readings to this proposed change were November 7th and November 21st before the HRC.

It was

*****m/s/c that there be added to the Rules and Regulations:

A Committee of the HRC shall not form subcommittees or other bodies without the approval of the Chairperson and the Director.

- H.R. 9895-Gateway Cities Bill. This legislation was endorsed by the HRC and the Board of Supervisors. Jack Casford presented a statement of formal support on behalf of Mayor Alioto on November 19th in Washington, D. C. before the Subcommittee on Equal Opportunities of the House Education and Labor Committee.

- The Federal Aviation Agency had raised the question that since the HRC's affirmative action requirements have not been approved by the Secretary of Labor, they could not be applied to a contract in which there was Federal money. The HRC position is that the City ordinance requires such a condition, in this case on a contract at the International Airport in San Francisco. The HRC position was affirmed in that case, but it also submitted its affirmative action plan to the U. S. Department of Labor. However, the Department of Labor did not approve it because the HRC in its affirmative action policy has not sought to impose specific goals or quotas, but asked contractors to

make commitments on affirmative action which they would then be held accountable for. Despite San Francisco's success in achieving integrated workforces on City contracts under the HRC approach, the Department of Labor rejected it, based on a technical ruling of liability by the Solicitor General of the U.S.

Concurrently, in connection with Yerba Buena, the Contractors asked that there should be more specific goals set. Accordingly, based on the experience of Stanley Lim, an HRC Affirmative Action Officer, the HRC has worked out a projection (for the various crafts) of the kind of minority expansion that should take place over the four-year duration of the prime Yerba Buena construction contract. The contractor will still have to state his goals, but the HRC will provide a specific set of goals as guidelines.

NO NEW MATTERS

REMARKS FROM THE AUDIENCE

- Mr. Jaime Espinosa stated that he had just completed (with sixteen colleagues) a drafting training program of three and a half months conducted by the Bechtel Corporation. The trainees were originally told that upon completion of the training they would be hired by Bechtel. Mr. Espinosa and some six others were told, however, that because of economic conditions they could not be hired.

Mr. Espinsoa was asked to remain after the meeting to talk with Commissioner Wong, who is with the Bechtel Corporation to determine how the HRC might help in this situation.

CALENDAR MATTERS

The December 26th meeting has been cancelled.

The next meeting of the HRC will be on January 9, 1975, at 9:30 a.m., in the Commission Room of the Main Library.

STANDING COMMITTEES

Employment	Thursday, January 16, 1975 9:30 A.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Youth and Education	Thursday, January 2, 1975 3:30 P.M. Cathedral House Library Grace Cathedral 1051 Taylor Street
Housing and Urban Development	Thursday, December 19, 1974 12:30 P.M. HRC Offices, Room 604 (sixth floor) 1095 Market Street
Police Liaison	Wednesday, January 15, 1975 4:00 P.M. HRC Offices, Room 509 1095 Market Street
Social Programs	To Be Announced

Respectfully submitted,

William Becker
via Jack Casford

WB:JC:cc
12/19/74

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